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Reflective questions before job shadowing activity

1. What are your primary goals for participating in this job shadowing experience?
 - How do these goals align with your professional development and your institution's needs?
2. Which specific areas of your work or institution do you hope to gain new insights into during the job shadowing?
3. What skills or knowledge are you hoping to develop through this experience?
 - How do you plan to apply these skills in your current role?
4. Are there any particular challenges in your institution that you hope to address by observing new practices?
5. How do you plan to actively engage with the hosting organization to maximize your learning?
 - What strategies will you use to ask the right questions and seek feedback?
7. How do you envision this job shadowing experience influencing your role in the short and long term?
8. What preparations have you made to ensure you can absorb and adapt the practices you observe during job shadowing?
 - What tools or methods (e.g., note-taking, reflective journaling) will you use to capture key insights?
9. What are your expectations for how this job shadowing experience might influence collaboration within your own team or department?
10. What support do you need from your institution, colleagues, or leadership to make the most of this job shadowing opportunity?



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11. Engage in a conversation on what to do if the observations do not match the identified challenge. What does this call for? How do you change focus etc.

Reflective questions after job shadowing participation

1. What were the key insights you gained during your job shadowing experience?
 - a. How do these insights align with your institution's current practices?
2. Were there any practices or approaches you observed that you believe could be beneficial to implement at your institution?
 - a. What would be the first step in adapting these practices to your local context?
3. Reflecting on the job shadowing experience, what are the potential long-term benefits for your institution if the observed developments are implemented?
4. What specific support or resources would you need from your institution to successfully implement the changes you are considering?
5. Which aspects of the job shadowing activity would you like to explore further to deepen your understanding and impact?
6. What cultural or organizational differences did you observe that inspired you to think differently about how things are done at your institution?
 - a. How might adapting some of these differences improve your institution's culture or how you work?
7. Reflect together on the values of what was observed and the lenses (perspectives) the observations was made through.