

## Fact sheet 4.2.2ef

### REFLECTIVE FORM 4.2

#### INSTRUCTIONS

Complete the following three tasks in written form and hand them in to the instructor for feedback. This is also an exercise in self-assessment. You can use it to reflect on your own knowledge and abilities. You can also talk about your reflections with a peer, personal tutor or supervisor.

1. In the first part of the session, we talked about how individuals construct their life and careers under conditions of collective experiences such as historical and current discrimination and disadvantage. Reflect on your own position: How has the way you are part of a specific group helped or hindered your education and career prospects in the past? *Write down approximately five sentences.*
2. Imagine an individual who has a background much different from your own – possibly with intersecting experiences of disadvantage. Reflect on how your own position could influence your expectations towards that person. *Make a list of assumptions you are bringing to the table.* Think about how these can adversely affect the way you conduct your counselling session. *Note down these thoughts as well (five to ten sentences)*
3. Go through the slides again and *draw up a checklist* about what to look out for in terms of catering for the needs of particular groups when working as a CGC expert with organisational human resources development. This list does not need to be exhaustive, but should be seen as a work in progress that you should edit and amend as you gather experiences in your professional practice.

Hand in your work to the course teacher for feedback.



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