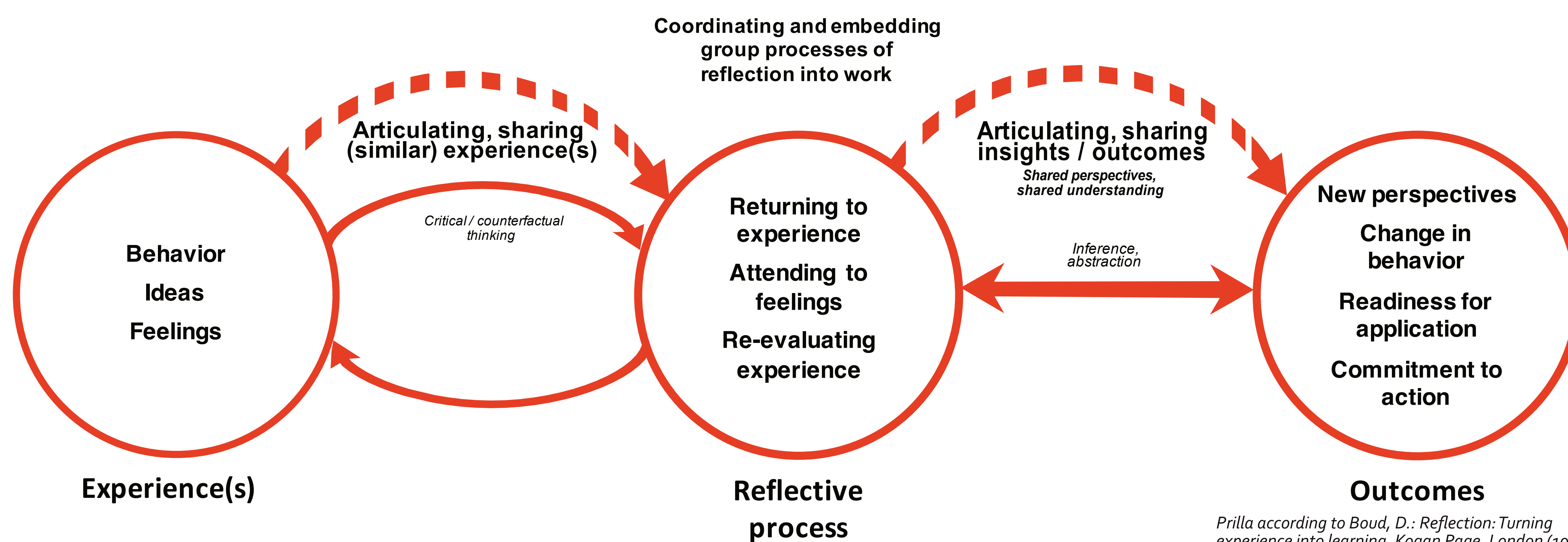


Support Reflection in Communities of Practice to Learn from Personal Experiences at the Workplace



WHAT IS A COMMUNITY OF PRACTICE?

People in the same domain of work discuss their practice, exchange experiences and learn together.

The EmployID Community Platform offers:

- A unique way to form networks
- Learn from each other
- Without the need to meet in person
- Independent from personal schedules
- Improve horizontal & vertical communication

REFLECTION IN A COMMUNITY OF PRACTICE:

- Support reflective learning directly by focusing on
 - ... sharing experiences
 - ... sharing solution proposals
- Providing content to reflect on (e.g., hot topics in organizations),
- Connect employees with similar tasks,
- Offering closed and public forums for experience exchange,
- Prompting people to engage in reflection (e.g. asking for experience exchange).

BENEFITS

- Learning from experiences
- Identity transformation
- Informal learning
- Bottom-up discussions

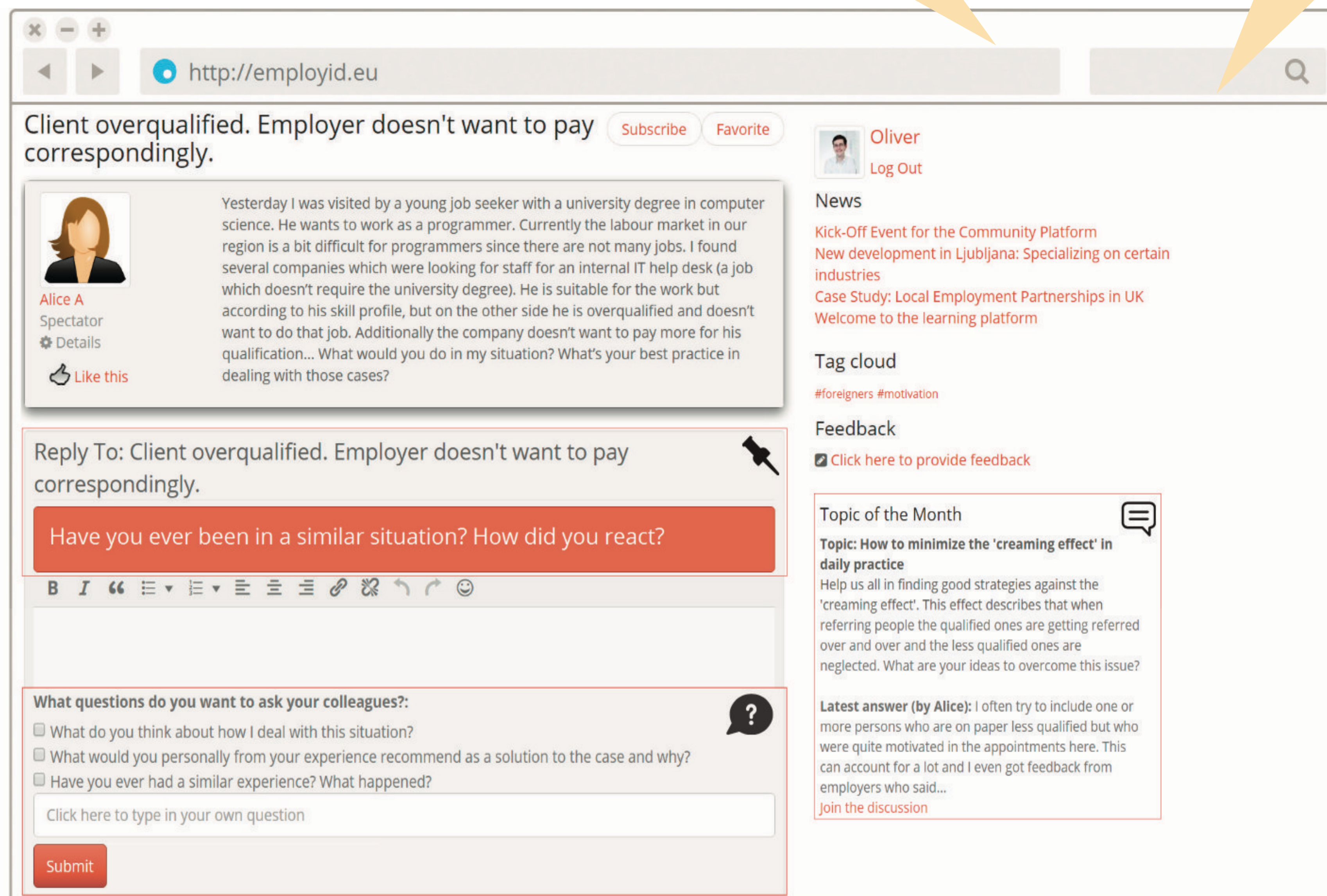
"It is very good to exchange experiences for example for younger colleagues like [a] mentorship to ask for advice because in every day practice younger [colleagues] come to experienced colleagues for advice"

User of the Reflective Community Platform

"So ... when I check the platform I think what I have to say about it and then what can help me to do my job better, where can I do some improvements ..."

User of the Reflective Community Platform

THE EMPLOYID REFLECTIVE COMMUNITY PLATFORM



Plug icon by Florian Huber; other icons designed by Freepik

REFLECTION AS A PLUGIN

We build reflection features into existing tools

1. Enable long-term usage of a reflection tool by embedding features in existing communication tools (i.e. community tools, learning platforms)
2. Reflection tools are only helpful in specific contexts. Implement only the features needed for the learning context
3. Use existing tools to lower acceptance barriers of reflection features

How to support reflection?

- Help asking questions to colleagues
- Help exchanging experiences & emotions
- Help engage in meaningful work topics

Contact us for a Demo!