



Worksheet #14: Reflecting and Adapting

Learning isn't the end of the journey—it's the rhythm that keeps change alive.

Use this worksheet to reflect on what you're learning, make small adaptive shifts, and ensure your mahi stays grounded in values and community voice.

What Are We Learning?

Reflect on recent experiences, feedback, or outcomes.

- What's working well?
- What surprised us—good or bad?
- What challenges have emerged?
- What feedback have we heard from our community, team, or partners?

How Are We Adapting?

Capture the actions or shifts you've made (or want to make) in response.

- What have we changed based on what we've learned?
- Are there systems, habits, or processes that need tweaking?
- What is one small change we can trial this week?

Signals to Watch:

What signs are telling us we're on the right track?

Are there any red flags or unintended impacts we need to attend to?

Keeping Values at the Centre

Ensure adaptations stay rooted in your kaupapa.

- Are we staying true to our intent and values?
- Are we supporting tino rangatiratanga, manaakitanga, and whanaungatanga in how we adapt?
- How can we ensure that our changes are culturally grounded and inclusive?

How Are We Sharing What We Learn?

Make space to share learning with your wider team, community, or partners.

- Who needs to hear this learning?
- How can we share it in a way that's useful, honest, and accessible?
- Could a short kōrero, visual, or voice note be enough?

Add a Mini Template for Sharing Learning

A small table to help teams share what they've learned in hui, reports, or debriefs.

What we tried	What we learned	What we'll do next
e.g. New hui format	Created more space for quiet voices	Use this approach again, with more time for reflection

Making Time for Reflection

Build rhythms of reflection into your mahi.

- When and how will we check in again?
- What kind of reflection practice fits our style—journals, team kōrero, creative sessions?

 Plan your next check-in:

Looking Back

What's one thing we're proud of—and one thing we're still working on?