

# Enhanced reflection

Professional Identity and Values Organisation Tool

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**Capturing and organising self-generated personal constructs**  
**Charting awareness of professional values and identity**  
**Encouraging learner centred enquiry into practice and learning aims**

## Our aim

The Professional Identity and Values Organisation Tool (PIVOT) is designed to facilitate and enhance processes of critical reflection and self-directed learning. Our intention is to help students in professional practice become more aware of a developing sense of identity through exploration of their values and creation of their own learning aims. This project piloted the use of PIVOT with social work students, for evaluation and development.

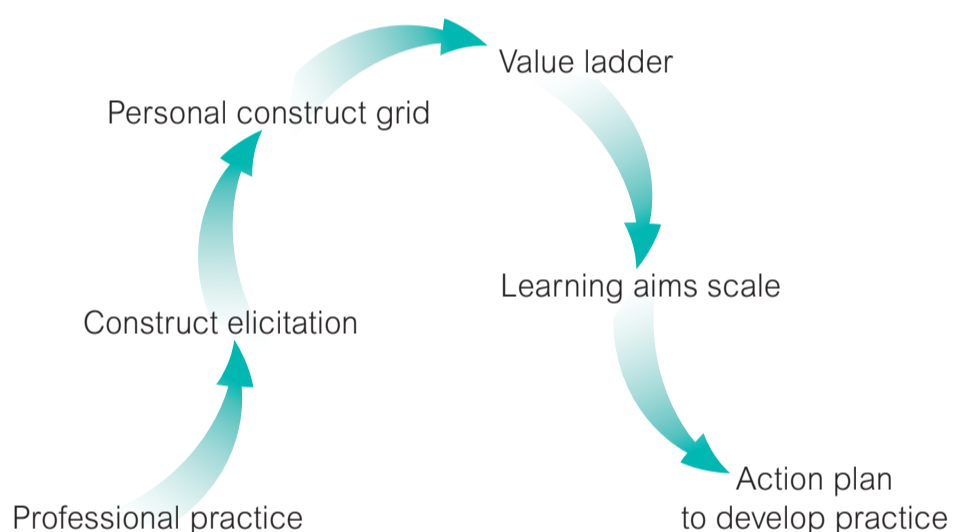
*“If you’d asked me about social work values at the beginning I wouldn’t have known what to say – I’ve now said all this – it’s brought it all out.” (Student)*



## What is PIVOT all about?

The tool has been developed from Personal Construct Psychology and wider constructivist perspectives of teaching and learning. Through a series of activities within structured interviews, learners are enabled to:

- draw out their own personal observations and interpretations within their practice
- progressively refine and develop these constructs to reflect and highlight their own core values
- systematically score these values as learning aims
- use these learning aims as a basis for an action plan to develop their own professional practice.



*“It is such a process of self-discovery. It’s focused, incisive and it triggers connection after connection – the lights go on like a pinball machine.” (Tutor)*

*“This is really helpful. It helps me to know what it is that’s important and how I want to be.” (Student)*

Find out more about this project and the Practice-based Professional Learning CETL at our web site:  
[www.open.ac.uk/pbpl/](http://www.open.ac.uk/pbpl/)

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