



*Diploma Delegates*



*Performance Enhancement*

# The 3R's of Review

Article - 10 min read



By the end of this article you will have been introduced to the “3R's of Review”. It offers a comprehensive structure to use to give your review form when you discover that you are not progressing on your plan as anticipated. It can help reflect with clarity and encourages a focus on how to move forward.

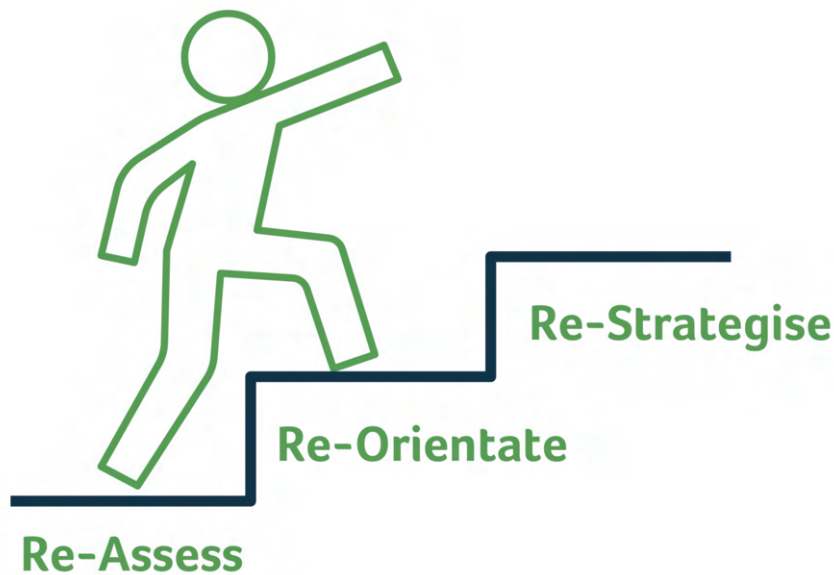




## What are the “3R’s of Review”?

There are quite a few “3R” models around and about. This particular one is derivative of a Project Management model that has been adapted to suit a reflective process.

It looks like this:



## Breaking Down Each Section

### RE-ASSESS

There will be a variety of influencing factors that will have contributed to your current progress against the plan, and so the “re-assess” section is where you examine those. Circumstances change, so this area of reflection is where you compare factors that informed your plan at its inception to factors in play now.

Here you will ask yourself questions such as:

- For what reason did you set the development goals you did?
- What were the influencing factors that drove you to set them?
- Are those factors still relevant now?
- What barriers have prevented your progress on the plan?



### PEOPLE AND ORGANISATIONAL DEVELOPMENT





## RE-ORIENTATE

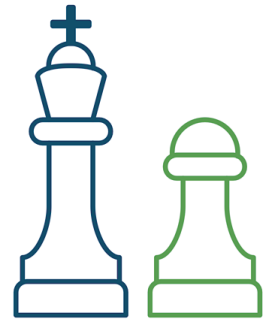
Once you've explored the influencing factors that have hindered your progress it's now time to consider "re-orientating" the development needs you identified. This is the section where you go through the needs analysis re-structured set of developmental requirements to plan around.

For example - perhaps you need to develop a skill prior to the original action to set it up for success, or need to take your development in a new direction to acknowledge a change in your role over the last 6 months. Or maybe the current progress against the plan is driven by your own commitment & motivation to address the development areas you identified. During the "re-orientate" section you would consider what's affecting your motivations to action the plan and consider whether you need to do some development in that space first to set yourself for success.



## RE-STRATEGISE

At this point of the process you should use the exploration & reflections from the first two stages and start to develop them into an actionable plan. This is where you start to turn the "re-strategised" ideas into **SMART** objectives, just as you did the first time, but with renewed commitment and/or more situationally relevant.



### Give it a Go

Try looking over your development plan from the "Who Are You?" module assignment using the 3Rs framework to review your progress at this midway milestone on the programme. What does it reveal?

