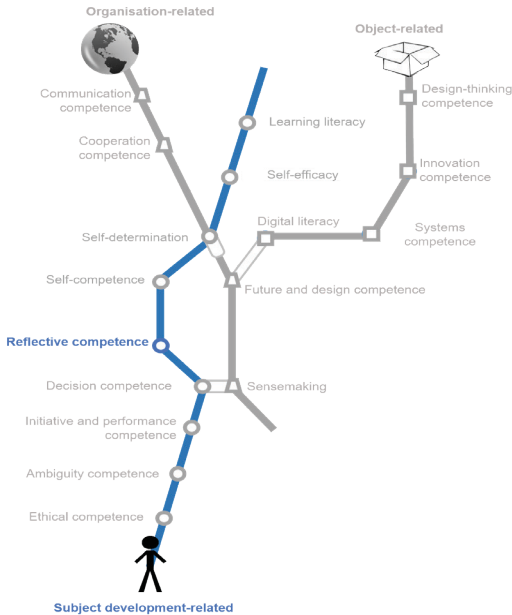


A 3.1.5 Future Skill Profile #5: Reflective competence



Reflective competence



Definition: Reflective competence as a *Future Skill* includes the willingness and ability to reflect, i.e. the ability to question oneself and others for the purpose of constructive further development, as well as to recognise underlying systems of behaviour, thought and values and to assess their consequences for actions and decisions holistically. (*mean value: 4.5 of 5, standard deviation: 0.65*)

Reference competences: critical thinking, self-reflection competence

Significance: Reflective competence as a *Future Skill* is an important prerequisite for successful action in highly emergent action contexts. It enables individuals to see developments questioningly and in relation to their own canon of values and thus to perceive congruence or divergence between inner need and outer situation. It promotes both the *distancing from* one's own person (self-reflection competence) and the questioning and taking of another critical perspective in relation to existing identified facts.

Description: Reflective competence encompasses the ability and willingness to reflection. This includes the ability to communicate with oneself and with others for the purpose of being able to question structural further development and to recognise underlying systems of behaviour, thinking and values as well as their consequences; furthermore, to be able to evaluate negotiating situations and decisions holistically, i.e. in their entirety. This field of competence includes *critical thinking* and *self-reflection competence*.

Critical thinking and self-reflection competence make it possible to change perspectives. On the one hand, they make it possible to *distance* one's own consciousness from one's own person (self-reflection competence) and, on the other hand, they make it possible to question and change perspectives in relation to existing identified facts. In the organisations that took part in the *NextSkills* Studies, critical thinking, the questioning of given concepts and organisational processes as well as self-reflection skills are promoted.