A Guide for
EDGE Conversation Reflection

About this Guide

EDGE Conversations are designed to be future-focused and employee-led. They can also be an opportunity to gain deeper insight about our own personal and professional practices and growth. One way to enhance your EDGE Conversation is through reflection, using the Principled Innovation generative and reflective questions.

Below are possible questions to guide you as you prepare for your quarterly conversation. Summarize your thoughts in your EDGE Conversation form to guide the discussion with your supervisor. Set aside uninterrupted time to engage in this process.

What is Principled Innovation®?

Principled Innovation is the ability to imagine new concepts, catalyze ideas, and form new solutions guided by principles that create positive change for humanity.

The question, "We can innovate, but should we?" places values and ethical understandings – our own character – at the core of the practice.

Principled Innovation recognizes four interconnected character assets – moral, civic, intellectual, and performance – that are developed over one's lifetime through self-reflection, working with others, and learning through experiences.

Moral
- Identify and acknowledge fundamental values
- Utilize moral and ethical decision making

Intellectual
- Develop habits of an informed systems thinker
- Reflect critically and compassionately

Practices of Principled Innovation

Civic
- Understand culture and context
- Engage multiple and diverse perspectives

Performance
- Design creative solutions
- Navigate uncertainty and mitigate consequences

1 Jumpstart your reflection...

What about your job makes you want to jump out of bed in the morning?
What about your job makes you want to hit the snooze button in the morning?

2 Let's look at the past quarter...

What are the main things you've accomplished?
What relationships did you nurture or develop?
How did you show up for others in the organization?

3 Let's dig a bit deeper...

Further explore your answers by reflecting on a few of the below questions.
Writing out your responses will help you see things more clearly.
Frame the questions in the context of your position.

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Moral
Guides decision-making with open-mindedness, integrity, and justice

- What are my values and how are they reflected in the way I approach my work?
- How am I responding to others?
- Do I understand how my perspective or biases influence the approaches I take for myself and my team?
- How am I remaining open-minded to all perspectives?

Civic
Supports collaboration to address systemic problems for the public good

- How do my decisions support the well-being of our team, department, and ASU community?
- How am I recognizing and acknowledging what others are experiencing?
- Whose perspective different from my own do I need to solicit?
- How might I proactively address issues encountered in my work?

Intellectual
Informs problem-solving by combining creativity, evidence, and critical thinking

- What data or resources are informing my decisions at work?
- How am I contributing to an environment that encourages questioning and risk-taking?
- What evidence do I have to support my perspective?
- What other ways might I approach projects and challenges?

Performance
Enables navigation of uncertainty with initiative, courage, and resilience

- How do I respond to obstacles or challenges in the workplace? How could I respond differently?
- How do my decisions contribute to positive growth for everyone involved?
- What is my team doing well together? How am I contributing to our success?
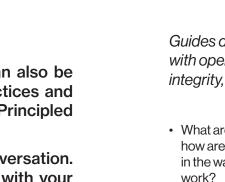- What are my opportunities for growth?

Looking ahead to next quarter...

- What would bring more joy or excitement to your work?
- What relationships do you want to nurture or develop?
- What are your gifts and strengths and how can you use them to contribute to the team's work?
- What's your next goal? What are some steps you can take in the next quarter to move closer to that goal?
- How can you use your insights from the past quarter to actualize one positive change in your work over the next three months?
- Are there tasks in your work life that are just taking up space? Is there anything you can let go of to make space for what is important to you?
- What is important to you and your team?

Consider tracking your responses over time.

How did your responses change?

At the end of the fourth quarter, reflect on the change and celebrate your growth that has taken place. Creating habits that prioritize self-awareness helps us better understand our individual contributions to our collective work.