

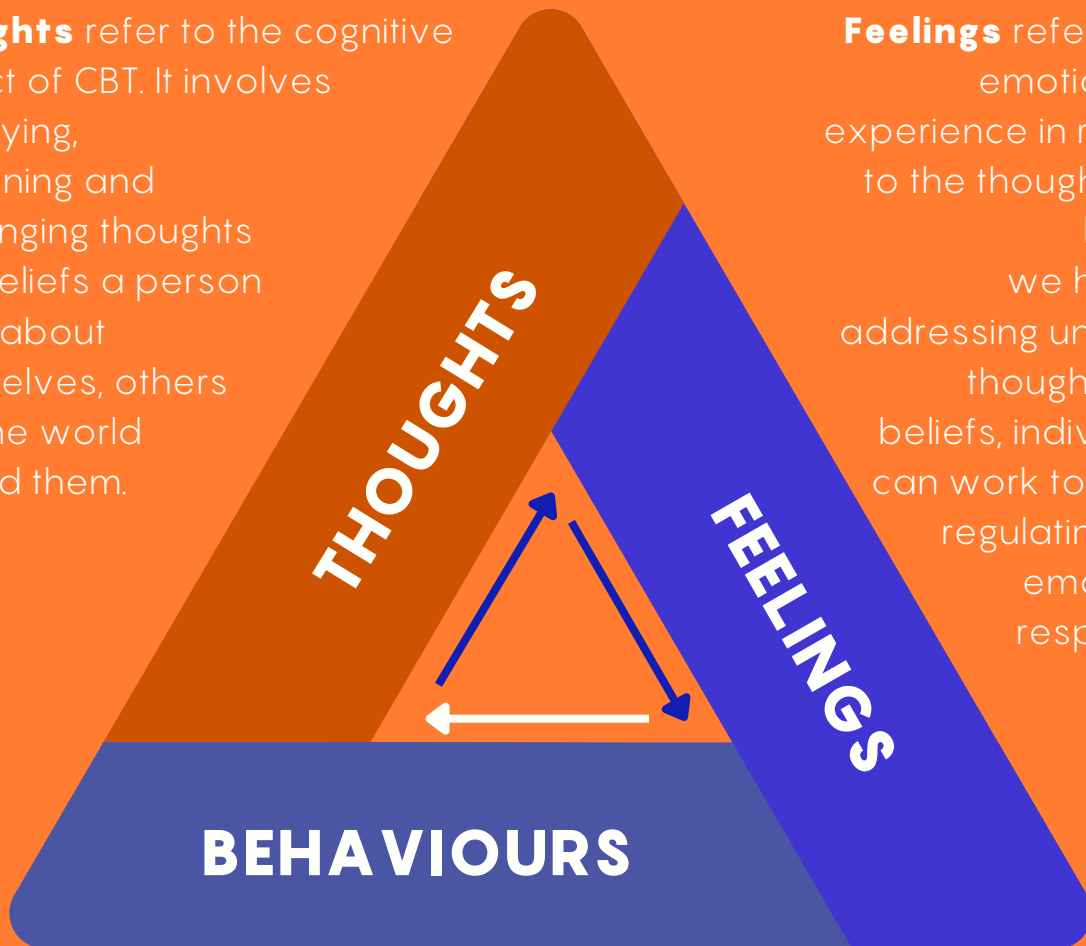
Reflection

Triangle*

THOUGHTS CONTROL OUR FEELINGS. FEELINGS INFLUENCE OUR ACTIONS. ACTIONS REINFORCE OUR THOUGHTS, PERPETUATING THE CYCLE. THE CYCLE CAN ONLY BE BROKEN THROUGH INTERVENTION.

Thoughts refer to the cognitive aspect of CBT. It involves identifying, examining and challenging thoughts and beliefs a person holds about themselves, others and the world around them.

Feelings refer to the emotions we experience in relation to the thoughts and beliefs we hold. By addressing unhelpful thoughts and beliefs, individuals can work towards regulating their emotional responses.



Behaviour is influenced by both an individual's thoughts and feelings. CBT identifies maladaptive behaviours that may be contributing to an individual's distress and provides strategies for behaviour modification.

* Adapted from the CBT Cognitive Triangle

How to Use This Reflection Tool

Use this model whenever you face a challenging moment, perhaps a setback, a difficult conversation, or a dip in team motivation. It will help you pause, notice what's really happening, and choose a more constructive response.

Identify the Situation

Describe what happened in clear, factual terms.

Example: "The Q3 results came in 15% below target."

Notice Your Thoughts

Capture the first thoughts or assumptions that arise.

Example: "My team isn't capable. I've failed as a leader."

Acknowledge Your Feelings

Recognise the emotions these thoughts create.

Example: Defeated, anxious, ashamed.

Observe Your Actions or Behaviours

Note what you tend to do when you feel this way.

Example: Micromanage, withdraw from the team, deliver a harsh message, make hasty decisions.

Reflect on the Result

Consider the outcome that follows from those actions.

Example: Team morale drops, creativity is stifled, and performance declines further.