Reflective practice and health sciences librarians: engagement, benefits, and barriers
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APPENDIX B
Ranked benefits and barriers by work environment based on counts of survey responses

Benefits: Combined reflective practice and reflective writing (n=212)

| Benefits                                                                 | Total Count |
|-------------------------------------------------------------------------|-------------|
| Totals for all work environments                                        |             |
| 1. Learning from significant incidents                                  | 159         |
| 2. Identification of personal strengths and weaknesses                  | 156         |
| 3. Achieving perspective                                                | 143         |
| 4. Increasing understanding                                             | 137         |
| 5. Identification of gaps in skills and knowledge                       | 135         |
| Hospital/medical center library                                         |             |
| 1. Learning from significant incidents                                  | 51          |
| 2. Achieving perspective                                                | 44          |
| 3. Identification of personal strengths and weaknesses                  | 42          |
| 4. Increasing understanding                                             | 42          |
| 3. Self-development                                                     | 42          |
| Academic health center/academic medical center library                  |             |
| 1. Identification of personal strengths and weaknesses                  | 72          |
| 2. Learning from significant incidents                                  | 69          |
| 3. Identification of gaps in skills and knowledge                       | 63          |
| 4. Achieving perspective                                                | 61          |
| 5. Self-development                                                     | 59          |
| Other types of libraries                                               |             |
| 1. Identification of gaps in skills and knowledge                       | 24          |
| 2. Identification of gaps in skills and knowledge                       | 23          |
| 3. Achieving clarity                                                    | 22          |
| 4. Achieving perspective                                                | 21          |
| 4. Improving planning of future actions                                 | 21          |
| College/university library                                             |             |
| 1. Identification of personal strengths and weaknesses                  | 20          |
| 2. Learning from significant incidents                                  | 19          |
| 3. Identification of personal strengths and weaknesses                  | 18          |
| 3. Identification of goals                                              | 18          |
| Other types of libraries                                               |             |
| 1. Identification of gaps in skills and knowledge                       | 17          |
| 2. Learning from significant incidents                                  | 17          |
| 3. Identification of personal strengths and weaknesses                  | 18          |
| 3. Identification of goals                                              | 18          |
| 4. Achieving perspective                                                | 17          |
| 4. Increasing understanding                                             | 17          |
Benefits: Reflective practice (n=106)

Totals for all work environments
1. Learning from significant incidents 90
2. Identification of personal strengths and weaknesses 86
3. Identification of gaps in skills and knowledge 79
4. Achieving perspective 78
5. Improving planning of future actions 75

Hospital/medical center library
1. Learning from significant incidents 28
2. Achieving perspective 26
3. Identification of personal strengths and weaknesses 24
4. Increasing understanding 23
4. Solving dilemmas 23

Academic health center/academic medical center library
1. Identification of personal strengths and weaknesses 40
2. Learning from significant incidents 39
3. Identification of gaps in skills and knowledge 38
4. Improving professional practice 36
5. Improving planning of future actions 34
5. Self-development 34

College/university library
1. Identification of personal strengths and weaknesses 12
1. Learning from significant incidents 12
1. Identification of gaps in skills and knowledge 12
2. Improving planning of future actions 11
2. Achieving perspective 11
2. Achieving clarity 11
2. Improving professional judgments 11
2. Understanding perspective of others 11

Other types of libraries
1. Learning from significant incidents 11
1. Identification of gaps in skills and knowledge 11
2. Identification of personal strengths and weaknesses 10
2. Identification of goals 10
3. Achieving perspective 9
3. Increasing understanding 9
3. Improving professional practice 9
3. Solving dilemmas 9
3. Sharing experiences with others 9
Benefits: Reflective writing (n=106)

Totals for all work environments
1. Identification of personal strengths and weaknesses 70
2. Learning from significant incidents 69
3. Achieving perspective 65
4. Increasing understanding 63
5. Achieving clarity 60

Hospital/medical center library
1. Learning from significant incidents 23
2. Managing stress 20
2. Self-development 20
3. Increasing understanding 19
4. Identification of personal strengths and weaknesses 18
4. Achieving perspective 18
4. Solving dilemmas 18

Academic health center/academic medical center library
1. Identification of personal strengths and weaknesses 32
2. Learning from significant incidents 30
3. Achieving perspective 29
4. Managing stress 27
5. Increasing understanding 26
5. Achieving clarity 26

College/university library
1. Identification of personal strengths and weaknesses 12
2. Achieving clarity 11
2. Identification of gaps in skills and knowledge 11
3. Achieving perspective 10
3. Increasing understanding 10
3. Improving planning of future actions 10

Other types of libraries
1. Identification of gaps in skills and knowledge 9
2. Identification of personal strengths and weaknesses 8
2. Achieving perspective 8
2. Increasing understanding 8
2. Identification of goals 8
2. Learning from significant incidents 8
### Barriers: Combined reflective practice and reflective writing (n=212)

**Totals for all work environments**

| Reason                                | Count |
|---------------------------------------|-------|
| Lack of time                          | 107   |
| Lack of training                      | 83    |
| Lack of knowledge                     | 71    |
| Lack of guidance                      | 69    |
| Not supported by organizational culture | 54    |

**Hospital/medical center library**

| Reason                                | Count |
|---------------------------------------|-------|
| Lack of training                      | 34    |
| Lack of time                          | 29    |
| Lack of knowledge                     | 27    |
| Lack of guidance                      | 27    |
| Lack of motivation                    | 18    |

**Academic health center/academic medical center library**

| Reason                                | Count |
|---------------------------------------|-------|
| Lack of time                          | 52    |
| Lack of training                      | 31    |
| Lack of knowledge                     | 30    |
| Not supported by organizational culture | 28    |
| Lack of guidance                      | 25    |

**College/university library**

| Reason                                | Count |
|---------------------------------------|-------|
| Lack of time                          | 16    |
| Lack of training                      | 10    |
| Lack of guidance                      | 8     |
| Lack of knowledge                     | 7     |
| Not supported by organizational culture | 6     |
| Lack of motivation                    | 6     |

**Other types of libraries**

| Reason                                | Count |
|---------------------------------------|-------|
| Lack of time                          | 10    |
| Lack of guidance                      | 9     |
| Lack of training                      | 8     |
| Lack of knowledge                     | 7     |
| Concerns about confidentiality        | 7     |
| Unwillingness to focus on emotions    | 7     |
**Barriers: Reflective practice (n=106)**

**Totals for all work environments**
1. Lack of time 73
2. Lack of training 44
3. Lack of guidance 39
4. Lack of knowledge 38
5. Not supported by organizational culture 37

**Hospital/medical center library**
1. Lack of time 21
2. Lack of training 19
3. Lack of guidance 14
4. Lack of knowledge 14
5. Lack of skill 10

**Academic health center/academic medical center library**
1. Lack of time 33
2. Not supported by organizational culture 21
3. Lack of training 17
4. Lack of knowledge 17
5. Lack of guidance 15

**College/university library**
1. Lack of time 12
2. Not supported by organizational culture 4
3. Lack of training 4
4. Lack of guidance 4
5. Lack of knowledge 3
6. Lack of motivation 3

**Other types of libraries**
1. Lack of time 7
2. Lack of guidance 6
3. Lack of training 4
4. Lack of knowledge 4
5. Not supported by organizational culture 3
6. Concerns about confidentiality 3
7. Unwillingness to focus on emotions 3
Barriers: Reflective writing (n=106)
Note: “Lack of time” was accidentally omitted from the list of barriers to reflective writing. Data were gathered from comments that mentioned “Lack of time.”

| Totals for all work environments          |   |
|------------------------------------------|---|
| 1. Lack of training                      | 39|
| 2. Lack of time                          | 34|
| 3. Lack of knowledge                     | 33|
| 4. Lack of guidance                      | 30|
| 5. Lack of motivation                    | 27|

| Hospital/medical center library          |   |
|------------------------------------------|---|
| 1. Lack of training                      | 15|
| 2. Lack of knowledge                     | 13|
| 3. Lack of guidance                      | 13|
| 4. Lack of motivation                    | 11|
| 5. Lack of time                          |  8|

| Academic health center/academic medical center library |   |
|--------------------------------------------------------|---|
| 1. Lack of time                                        | 19|
| 2. Lack of training                                     | 14|
| 3. Lack of knowledge                                    | 13|
| 4. Lack of experience                                   | 13|
| 5. Lack of skill                                        | 12|

| College/university library                        |   |
|----------------------------------------------------|---|
| 1. Lack of training                                |  6|
| 2. Lack of time                                    |  4|
| 3. Lack of knowledge                               |  4|
| 4. Lack of skill                                   |  4|
| 5. Lack of guidance                                |  4|

| Other types of libraries                          |   |
|----------------------------------------------------|---|
| 1. Lack of training                                |  4|
| 1. Unwillingness to focus on emotions              |  4|
| 1. Concerns about confidentiality                  |  4|
| 2. Lack of time                                    |  3|
| 2. Lack of knowledge                               |  3|
| 2. Lack of guidance                                |  3|
| 2. Lack of motivation                              |  3|
| 2. Not supported by organizational culture          |  3|
| 2. Lack of experience                              |  3|
| 2. Unwillingness to admit mistakes                 |  3|