



Are You a Reactive or Proactive Practitioner?

Staff Self-Reflection Questionnaire – Early Years Focus

Section 1: Situational Statements

Please circle the number that best matches how you feel about each statement.

(1 = Strongly Disagree | 5 = Strongly Agree)

- 1. I often plan ahead to reduce potential disruptions in the room. 1 2 3 4 5
- 2. I wait to see how children behave before deciding how to respond. 1 2 3 4 5
- 3. I regularly reflect on what went well and what could be improved. 1 2 3 4 5
- 4. I adjust the environment in advance to meet children's needs. 1 2 3 4 5
- 5. I deal with behaviour challenges only when they arise. 1 2 3 4 5
- 6. I share proactive ideas with colleagues to improve routines. 1 2 3 4 5
- 7. I often feel like I'm "putting out fires" throughout the day. 1 2 3 4 5
- 8. I contribute ideas in planning meetings to prevent recurring issues. 1 2 3 4 5
- 9. I spot behavioural patterns early and adapt my practice accordingly. 1 2 3 4 5
- 10. I'd rather get through the day than make changes that might help. 1 2 3 4 5

Section 2: Scenario Choices

Tick the option that best describes what you would do.

1. 1. A child consistently throws toys at tidy-up time.

☐ A. Remind them each time not to throw, and move on.

☐ B. Sit with the child to explore why it's happening, then change the tidy-up routine.

2. 2. There are regular queues at the snack table causing frustration.

☐ A. Supervise the queue more closely.

☐ B. Review the snack routine and try out a more flexible approach.

3. 3. A colleague often arrives late, affecting the morning setup.

☐ A. You wait until the manager notices.

☐ B. You raise it in a team meeting to find a supportive solution.

Section 3: Reflection Questions

4. 1. Would you describe your approach as more reactive or proactive? Why?

5. 2. What benefits do you think a proactive approach brings to your setting and the children?

6. 3. Can you give an example of a time when you prevented an issue through forward planning or change?
