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Reflection Questions

A short, honest debrief after an interview or before findings. The goal is to catch the moment empathy could quietly turn into partiality — while you can still correct it.

How to use this: Answer briefly and candidly. These are for your own calibration; revisit any answer that points to drift before you finalize anything.

1. Where did I validate feelings, and where (if anywhere) did I drift toward validating facts?

2. Did I apply the same standards, questions, and corroboration to every party? Where was it uneven?

3. What alternative explanation did I test — and what did it change?

4. Where am I most emotionally invested, and how did I keep that from steering the analysis?

5. What remains uncertain, and have I documented it honestly rather than smoothing it over?

6. If a neutral reviewer read my file, what would they question first — and what will I do about it now?

Reflexivity is not second-guessing. It is how rigor survives contact with real people.

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