

# The 4 Fs Reflection Framework

The most effective reflections include the 4 Fs.

## 1 **Facts:** What happened?

Focus your reflection on what's most relevant.  
Describe events as accurately as you remember them.

## 2 **Findings:** What did you realize?

Based on the facts you are aware of, what conclusions can you draw?

## 3 **Feelings:** How did it make you feel?

Describe the spectrum of emotions you felt as you reflected.

## 4 **Future:** What are next steps?

What needs to change or stay the same?