



Reflect, Detect, Project: *Three Steps for Leadership Training Experiences* (1975)

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Reflect: Begin with what people already know. Help people organize what they already know. *Use* it to build on. Even if previous knowledge is small, if it is reflected upon and shared it will serve as a basis for increased *self*-understanding.

Detect: Provide new information against the background of previous knowledge; thus the contrasts will be visible and the affirmations will be clear.

Project: Help people consider the *active* consequences of what they understand. (“What will you *do* on the basis of your understandings?”)