

---

## Handout 9.5 Individual Mapping

---

Individual mapping is an activity that allows participants to create a visual representation of the knowledge, skills, resources, and attitudes needed for them to function effectively in their professional roles.

### Instructions for Individual Mapping:

1. **There is no right or wrong way to draw a map.** The creators may draw figures, write words, or convey ideas any way they wish. The creators may show the connections between people, ideas, and resources any way they wish. (One suggested approach is to use a straight line for positive connections, a dotted line for neutral connections, and a zigzag line for challenging connections.)
2. Begin by identifying yourself somewhere on the page using a picture, word or symbol.
3. Reflect on the questions below as you draw. Pay attention to the relationships between resources, people, and objects.
  - **Knowledge.** What knowledge helps you in your work? What would you like to learn more about? What supports in your life make learning possible? More difficult?
  - **Skills.** What skills help you do your job well? What skill would you like to enhance? Who or what supports you as you acquire new skills?
  - **Attitudes.** What experiences and values influence your work? What helps you feel confident in the work? What attitudes (yours or others') makes work challenging? Who/what helps you think in a new way?

*Continues on next page*

*Handout 9.5 continued from previous page*

---

- **Relationships.** Who do you see on a typical day? How do they support you? Who helps you reflect? Problem-solve? Manage stress? Who listens?
  - **Resources.** What objects or technology do you rely on to do your work? What do you need to do your job, but don't have? What do you have, but don't need? What's your work space like? What do you like about your physical work space? What would you like to change?
4. Note the influence that various resources, people, and objects have on your work. Some may have a positive, supportive influence; some a more negative. Others may have both positive and negative elements.
5. Discuss with a supervisor or colleague what you have discovered through this experience using the questions like those below.
- What did you discover about yourself?
  - Were there any surprises?
  - What would you like to change?
  - Who are a few people you could not "live without" in your work life? Resources? Activities?
  - What do you wish for or need that isn't there?
  - What do you notice is going well?
  - What actions could you take to make your work life easier and more fulfilling?

*Continues on next page*

*Handout 9.5 continued from previous page*

---

6. Complete the process by identifying professional and personal goals. Planning and follow-through are critical to justify the investment in time to create the map.

---

This handout adapted from Wollenburg, K., Copa, A., & Olsen, E. (2005). *Reflective practice strategies: Support for programs serving infants, toddlers, and families*. Manuscript submitted for publication.