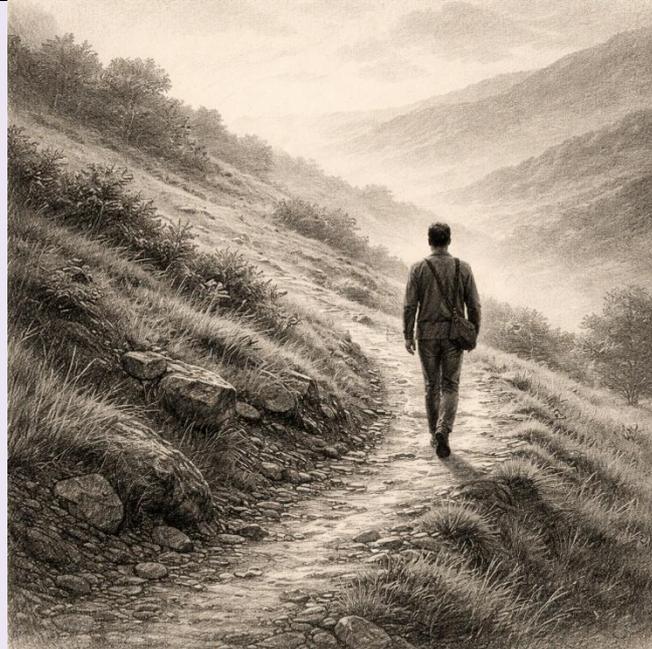




## MR-13 Sustained Reflexive Practice



### The Path in the Hills

When Tomas first walked the path, he barely noticed it. It was narrow and uneven, winding through the low hills beyond his village, and he had taken it only because the main road was crowded that morning. He walked quickly, his thoughts elsewhere, and he did not look at the ground. He stumbled often and felt annoyed with himself.

A few days later, he walked it again. This time, he noticed the loose stones, the sudden turns, and the places where the earth dipped beneath his feet. He still stumbled, but less.

Weeks passed, and he began choosing the path deliberately. Not because it was faster, but because something about it held his attention. He learned where to step, when to slow down, when to look ahead, and when to pause. He noticed the wind, the sound of his breathing, and the way his balance shifted.

One morning, he realised something had changed. He was no longer thinking about the path. His feet moved easily and naturally. When he stumbled, he corrected himself without effort, without frustration, without surprise.

He understood then that the path itself had not changed. It was he who had changed — not through a single decision, but through returning, again and again.

Years later, he still walked the path. Not because he needed to, but because it had become part of how he moved through the world. And when he came to unfamiliar ground, he found that he walked it



the same way — carefully, attentively, ready to notice when his footing was uncertain, ready to adjust, ready to learn.

### Formal Description

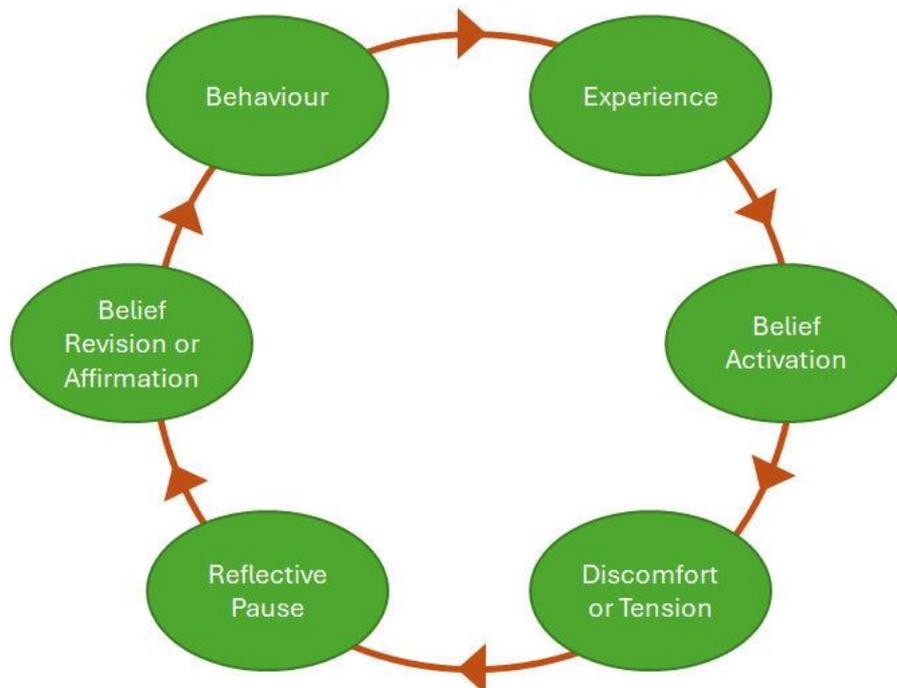
Sustained Reflexive Practice is the ongoing, disciplined application of motivational reflexivity over time, enabling individuals to repeatedly examine and recalibrate their beliefs, motivations, and actions in response to changing personal, social, and environmental conditions. It involves cultivating attentional habits, emotional tolerance, and ethical orientation that allow reflexivity to persist beyond isolated moments of dissonance, thereby supporting learning, resilience, and adaptive agency.

### Plain English Explanation

Motivational reflexivity only works if it's practiced — not just understood.

Sustained reflexive practice means building the habit of *checking in* with your beliefs and motivations over time, especially when things feel uncomfortable, confusing, or emotionally charged. Instead of reacting automatically or explaining discomfort away, you learn to pause, notice what is happening, and respond deliberately.

Like physical fitness, reflexivity strengthens through regular use. The goal is not constant self-analysis, but reliable access to reflexive capacity when it matters.



### Example 1 – Personal Development

A person regularly notices defensiveness during feedback. Over time, they learn to recognise early signs of discomfort and pause before responding. What began as effortful reflection becomes a familiar, manageable process, improving relationships and self-trust.



### Example 2 – Professional Practice

A manager establishes a routine of reviewing decisions not just for outcomes, but for motivational drivers. This practice reduces blind spots, improves ethical consistency, and builds trust within teams.

### Provenance and Links

#### Supporting research and practice traditions:

- **Reflective practice:**  
Schön's work on reflection-in-action and reflection-on-action as foundations for professional learning.
- **Metacognition:**  
Cognitive science research demonstrating that awareness of one's own thinking improves judgment and learning.
- **Self-regulation:**  
Psychological studies showing that sustained self-regulatory practices improve resilience and adaptability.
- **Habit formation:**  
Empirical evidence that repeated, low-friction practices are more effective than occasional intensive reflection.
- **Clinical and coaching traditions:**  
Schema therapy, CBT, and executive coaching all demonstrate that durable change depends on repeated, structured reflexive engagement.

#### Links to other Knowledge Objects:

- Motivational Reflexivity
- Cognitive Dissonance
- Effort After Meaning
- Needs-Driven Belief
- The Modified Morphogenetic Cycle

### Practical Exercise – Student Response Area

#### Exercise: Establishing a Reflexive Anchor

1. Choose a regular activity (e.g. walking, commuting, journaling, quiet coffee).
2. During this activity, ask yourself one fixed question:
  - *“What belief or assumption has guided my actions recently?”*
3. Note any emotional response that arises.
4. Ask:
  - *“What need might this belief be serving?”*
5. Decide whether to:
  - leave the belief unchanged,
  - revise it slightly,
  - or revisit it later.
6. Commit to using the same anchor weekly for one month.

The aim is **consistency, not depth**.