Applying the CARL Framework | Worksheet
Mentoring under Construction, MeetUP #7, 18.07.2024

Let's try out the CARL framework to explore a certain situation. You can do this alone, but it is best done with another person or in groups of three (an interviewer, an observer, and one „interview candidate").

Instructions

1. Pick a question from the list below
2. Decide who is the interviewer, who is answering and who is observing
3. Start the interview
4. Give feedback
5. Take turns (if there is still time) and start over…

Choose a situation:

- *Give me an example of a time you had a conflict with a team member. How did you handle it?*
- *Describe an occasion when you failed at a task. What did you learn from it?*
- *Tell me about a time you took the initiative in your career. What was your motivation for doing so?*
- *Describe a time when you used your leadership skills to motivate your team or colleagues. How did you do this?*
- *Describe a time when you were responsible for a task you didn't receive training on and were unsure how to complete. How did you handle it?*
- *Give an example of a time when you had to make a difficult decision. How did you handle it?*
- *Describe your process for solving problems. What steps do you take to resolve important issues at work?*

Questions for the CARL framework	
Context: Describing the situation and/or background - *What was the context of the situation?* - *What was the situation?* - *Where was it?* - *Who was there?* - *What am I hoping to accomplish?*	**Action: Explaining the specific actions you took to address the situation** - *What did I do?* - *What else happened (other actions)?* - *Why did I choose this action?* - *What other actions could I have chosen? (not necessarily giving you the same result)*
Results: Sharing the outcomes or results of your actions - *Did I accomplish what I wanted?* - *Did my actions accomplish what I wanted in the way I expected?* - *What are the implications of my actions on myself/others/similar situations in the future?* - *Could different actions have given me the same result?* - *Is there a way I could improve my results or actions?*	**Learning: reflecting on what you learned from the experience and how it might apply to future situations** - *What did I learn from the experience?* - *Would I do the same thing again or would I change something?* - *What should I do next time I'm in a similar experience?* - *Should I change anything about the way I do things? What?*

*Source: **The CARL framework of reflection**; University of Edinburgh*