# Reflection Paper - Peer Review Guidelines

**LOOK.**

1. Just by looking at the essay, are there places that seem to need more or less?
2. Are there any formatting issue?

**READ.**

Read the paper once without stopping. Preferably read it aloud. Sentence issues will make them sound odd and may help point at them.

**IDEAS and CONNECTIONS.**

1. Was the story reflecting the promise of the introduction and title?
2. Did you find the ideas original and were you interested in reading them?
3. Were the learning/defining moments clearly stated?
4. Did you find it/them well connected to OB concepts?
5. Are there at least 3 clear OB concepts (or principles) discussed in the paper?

**UNDERSTANDING CONCEPTS.**

1. Through just the reading of the paper, do you have a clear understanding of the concepts discussed?
2. Are you convinced that the author understands these concepts well?
3. Is each concept supported by specific examples based on the author’s personal experience?

**RESEARCH.**

1. Did the author use at least 3 different sources to support their arguments?
2. Do you think these sources are pertinent/relevant?
3. Are the sources properly cited and referenced?

**STRUCTURE.** Number each paragraph. Using a couple of key words indicate what the paragraph is about.

1. Does everything in each paragraph belong there?
2. Do paragraphs follow a logical progression of ideas?
3. How do paragraphs and sections transition into one another?

**CONCLUSION.**

1. Does the conclusion respond to the introduction?
2. Does the conclusion include future career implications?