

Guba and Lincoln (1994) state that the basic beliefs that define a particular research paradigm may be summarized by the responses given to three fundamental questions:

- a. The ontological question i.e. what is the form and nature of reality
- b. The epistemological question i. e. what is the basic belief about knowledge (what can be done).
- c. The Methodological (axiological) question i.e. how can a researcher go about finding out whatever s/he believes can be known.

As Hesse-Biber (2009) defines paradigm that influences how one see the world. As Schön DA (1983) puts it, he conducted a need analysis exercise and interpreted the relationship between reflective practice, learning experience, and performance improvement. Mann K et al. (2009), stated that reflection could be a self- supporting guide for novice learners to recognize knowledge, strengths, and weakness, and improve learning outcomes. Reflection on experience acquires in my second year as pastor of Mount Carmel SDA French Church is the encounter I am experiencing with God and trying to fulfill my responsibilities as shepherd of the flock. It is indeed a guide for me to recognize knowledge, strengths, and weakness, and striving to improve my daily tasks while recognizing my strengths and weaknesses, and the need for improvement. While trying to understand the form and nature of reality of the church and to see what can be done to advance God's cause.