

The background features a light gray bar chart with seven bars of increasing height from left to right. In the foreground, there are three gray silhouettes: on the left, a woman in a business suit pointing with a pen; in the center, a man in a suit shaking hands with a woman in a business suit on the right. The silhouettes are reflected on the surface below them.

# Proflexion

A New Integrated Mixed Methods Research Paradigm

Tested on a Gender & Career Issue

Allan Grutt Hansen

*Proflexion – a New Integrated Mixed Methods Research Paradigm.*  
*Tested on a Gender & Career Issue*  
By Allan Grutt Hansen

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## Foreword

On 4 February 2007 Peter Rod, Senior Consultant, Lecturer and Cand. pæd established an Internet debating forum on “Proflexion”. That day can be considered as the birthday of the term and Peter Rod as its father. Prior to that date neither Danish nor international Internet searches could find any reference to the term. Proflexion is opposite to reflexion and implies the handling of specific material with the future in focus rather than concentrating only on what has already happened. Our understanding and possible retrieval of past experience for use in future situations is the essence of the importance of reflexion. If we are to be truly innovative and creative in our future dealings we must replace the “re” process with a “pro” process; a proflexion (Rod 2010). A conscious action in the present where we cast ourselves into the unknown and discover what happens. We test several possibilities simultaneously and in different ways. It’s about using curiosity and experimenting with the limitations and possibilities of paradoxes. No real strategy exists and we have to see what appears and what works in the real “here and now” situation (Rennison 2013).

Throughout the past ten years I have been occupied with developing the concept of “proflexion” into a practical integration tool for Mixed Methods Research. In this book the term is tested on a Gender & Career issue. In that connection I would like to give sincere thanks to my beloved Mirka, whom I have been fortunate to know for all those years, for her great patience with me throughout my gender research work. Each year I give her a bouquet of flowers on Women’s Rights Day in accordance with the tradition in Poland, her homeland where the problems associated with gender issues have never been as acute or twisted as they are in western countries. Right back through the communist era, women have always been active in the labor markets and have always enjoyed equality with men with regard to remuneration, conditions and opportunities and the percentage representation of women in management and on boards of directors is among the highest in the world without being influenced by quotas or other laws or rules specifically made to favor women, at work or in management. Neither is it necessary there, as it is in Sweden to resort to sickly artificial means to develop or change girl- and boy-children into a common genderless “it” to replace their natural “she” and “he”. On the contrary, the natural qualities and values of men and women are respected and recognized in the labor markets as strengths.

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