**Table 1. Findings of the teachers’ CIs**

| **Findings of the teachers' CIs** |
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| **No** | **Categories of CI** | **What, when, where, who** | **How, why** | **Effects** | **Pedagogical change** | **Lesson learned** |
| A | Anggi |
| P | Positive | In campus, learning about curriculum development | More interested in teaching when lecturers talked about final results | More confident in teaching | Updating my pedagogy according to the era/situation | Students are means to improve myself |
| N | Negative | In school, the student and I | Teaching students who need special treatment | Increased pedagogy | Learning students' character |
| B | Brie |
| P | Positive | Teaching student that had special needs. first year of teaching, in a private institution  | The student could not focus on and understand the material, I gave him reinforcement, he became better | Grade is not as important as moral motivation and students' character | Speaking is the utmost important element, giving the students chances to speak up | Learning through experience, fun teaching |
| N | Negative | In a class, my student had a negative behaviour I gave a personal counselling | The results were different from what I expected | Communication is very important | No change to the pedagogy, still fun learning | Openly communicating and coordinating |
| C | Castiel |
| P | Positive | One student passed the story telling contest until province level | Because maximum guidance and preparation | More confident in teaching and guiding students in a contest | Acknowledging students' way of learning, finding appropriate approach | Increasing knowledge: material and method |
| N | Negative | Most of the students in the class learned English only for the grades (2014) | Wrong mindset, several parents demanded only good grades | Changing students' mindset, increasing their confidence - doing what they have learned | Communicative approach: focusing on vocabularies; "you can because you are used to doing that" | Increasing vocabularies, finding the right method to increase students' speaking skill |
| D | Drini |
| P | Positive | First year of my teaching, a student gave me a 'thank you' letter  | A teacher gave me the letter because the students was too embarrassed to give it directly | I felt happy, touched, and grateful | Giving more attention to students who face difficulty, developing active learning | More sensitive in analysing students' skill and deciding appropriate materials |
| N | Negative | Students lack of concentration | Easy to give up students, hard to concentrate, and doing misbehaviours | Learning in class was not effective | Trying to touch students' personal aspects | Searching knowledge from article and journal, increasing my patience |
| E | Ellis |
| P | Positive | My friend and I did a first-time teaching, Sunday school | Using role play increased students' interest | Increased students' engagement with teacher | I develop my talent in teaching even further | Maximizing students' and my potential and  |
| N | Negative | Working in a private education institution, girl students and I  | They compared me with previous teacher, I felt inferior  | My inferiority showed, hard to teach these students | I need to become myself in teaching, I already have the foundation to teach | Learning more to increase students' spirit in learning |
| F | Friska |
| P | Positive | One of my students succeed and thanked me | What I gave was not in vain even though they succeed not only because of me | Became more passionate in developing students to be successful in learning and working | Teaching is not just about knowledge, it is also changing character to become better; teacher as a facilitator | A teacher must adapt to ever-changing era; become creative, innovative, and think modern. |
| N | Negative | When I failed to explain a material | Students have different learning style and skill, they need focused attention | Sometimes, I felt that I fail | Giving additional time or assignments to help the students, working together with parents | Learning various methods and searching for helping sources |