



We're tired of bad debriefing!

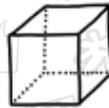
Opportunities for groups to learn, improve and commit to change are frequently lost.

We want to fix this!

Our mission is to help every facilitator in the world sharpen their debrief skills and we **invite you to join us**.

A special thank you goes to Cédric, Cori, Eddy, Elle, Florian, Judy, Karen, Stani & Ulises.

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What's in this for you?

You will maximise the value of your exercises, interactions, games and simulations by expanding your debriefing skills.

What's in this for your participants?

They will maximize their opportunity to learn and improve from the experiences you lead.

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Six perspectives for powerful reflection

Goal Explore **how it began** and their **understanding** of the goal.

Process Explore the series of **events that happened**.

Group Dynamics Explore **behaviours they observed** in themselves and from others.

Communication Explore what **they thought, heard and said**.

Emotions Explore their **feelings** and the **impact on what happened**.

Take-away Explore what they found **interesting, insightful** or **inspirational!**

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1/2 Our tips for a great DEBRIEFING



Create a safe space!

Prepare for everybody's psychological safety.



Be aware!

Practise your observation skills. And help others to practise theirs.



Silence is powerful.

Don't be afraid to use it.



Relax!

You don't need to use every question.

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2/2 Our tips for a great DEBRIEFING



Embrace curiosity!

Try to keep your questions open, to enrich the conversation.



Be a feedback role model!

Phrase your feedback in the best possible way to strengthen creative confidence.



Trust the debrief and try

not to tell them what they should have learned. **Trust** that their own conclusions are far more powerful.

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How to use this deck 1/4 DESIGN

1. **Be clear** on what you are going to do.
2. **Choose a timebox** for your debrief.
3. **Pick** from this deck the cards to lead a great debrief (amount of cards respecting your timebox)
4. **If needed**, tweak them to suit the experience and your participants.
5. **Innovate** in the moment.

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How to use this deck 2/4 HOLD

1. **While observing** select cards from the deck that resonate with you.
2. **Organize** your participants to debrief.
3. **Begin** by exploring with the cards you selected.
4. Keep the deck **in your hand** and use the cards to help **inspire** where the conversation will go next.
5. Respect your **timebox**.

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How to use this deck 3/4 GUIDE

1. **Preselect** a series of cards that will guide the participants reflection.
2. **Organize** your participants to debrief.
3. **Give them** the cards sorted in the right order.
4. Ask them to **self organize** by taking turns to explore the cards.
5. Use a signal to remind them of the **timebox**.
6. Plan extra time to **share what they discovered**.

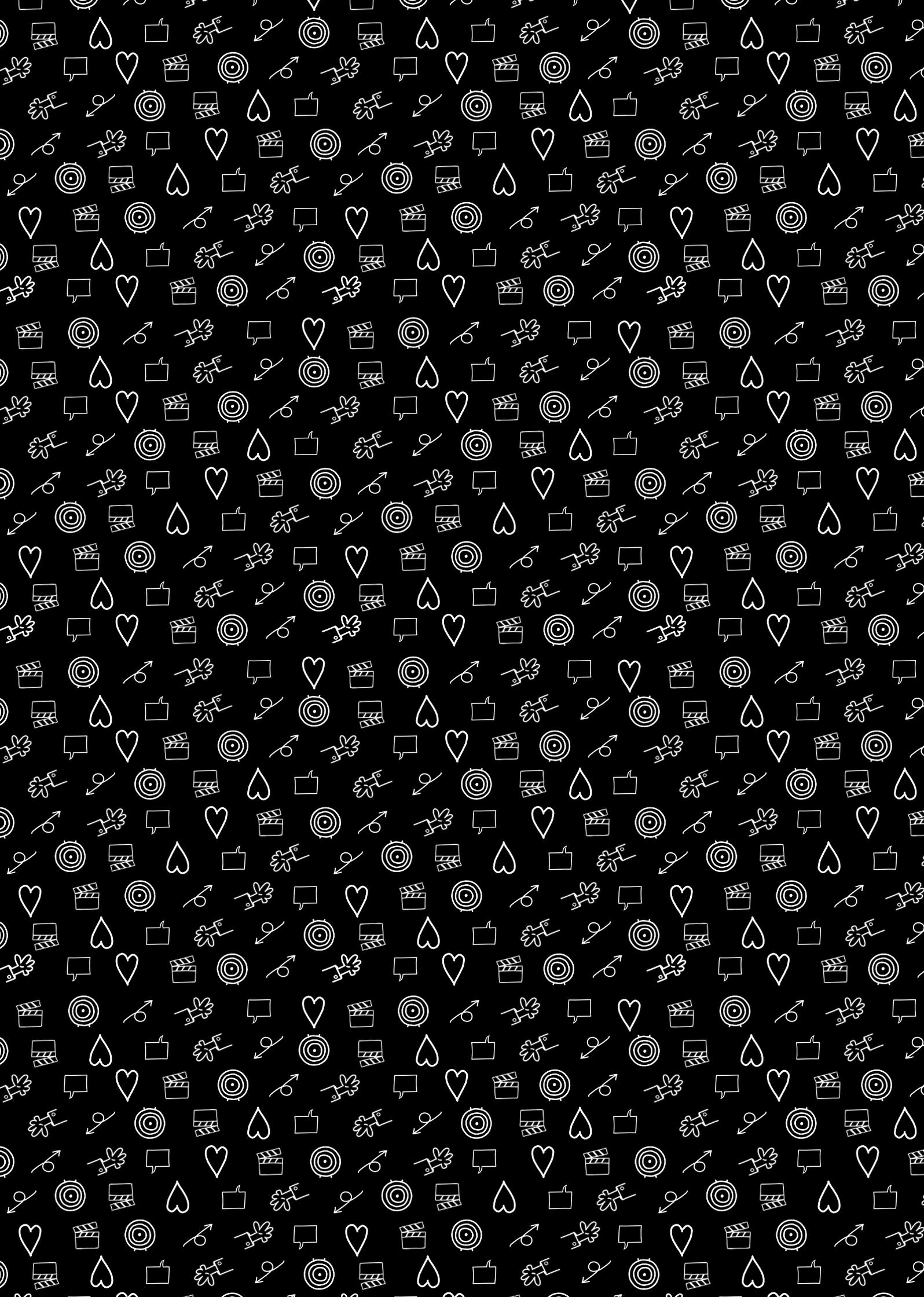
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How to use this deck 4/4 EXPLORE

1. Form **groups** to debrief, give each a deck of cards and have them spread out face down.
2. Invite them to take turns selecting a card and **starting the conversation** by asking the question at the top.
3. **Encourage** them to explore several cards within the timebox.
4. Bring everyone back together to **share what they have discovered**.

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What was your goal? Phrase it in one sentence.

Follow up with these:

- ⦿ Did anyone have a different goal?
- ⦿ Why was there a difference?
- ⦿ Did this make a difference?

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What would you have liked to have known beforehand?

Follow up with these:

- ⦿ How would this have helped?
- ⦿ Where was the information needed?
- ⦿ What stopped you from getting it?

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How did you align on the goal?

Follow up with these:

- ⦿ What made the alignment easy/hard?
- ⦿ Did everyone agree?
- ⦿ Doing it again, how would you align differently?

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Was there a shared understanding of the goal?

Follow up with these:

- ⦿ How did you reach the shared understanding?
- ⦿ Would a shared understanding have helped?
- ⦿ Did everyone agree?

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How is your understanding of the goal different now?

Follow up with these:

- ⦿ How did your awareness change?
- ⦿ What did you learn?
- ⦿ How would the experience change, if you knew this beforehand?

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How did you start?

Follow up with these:

- ⦿ Was everyone aware?
- ⦿ Did you have to stop and restart?
- ⦿ What helped?

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What was most challenging?

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Follow up with these:

- ⦿ Why?
- ⦿ Who in the room was best equipped to meet this challenge?
- ⦿ What did this experience teach you about your day-to-day?

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Follow up with these:

- ⦿
- ⦿
- ⦿

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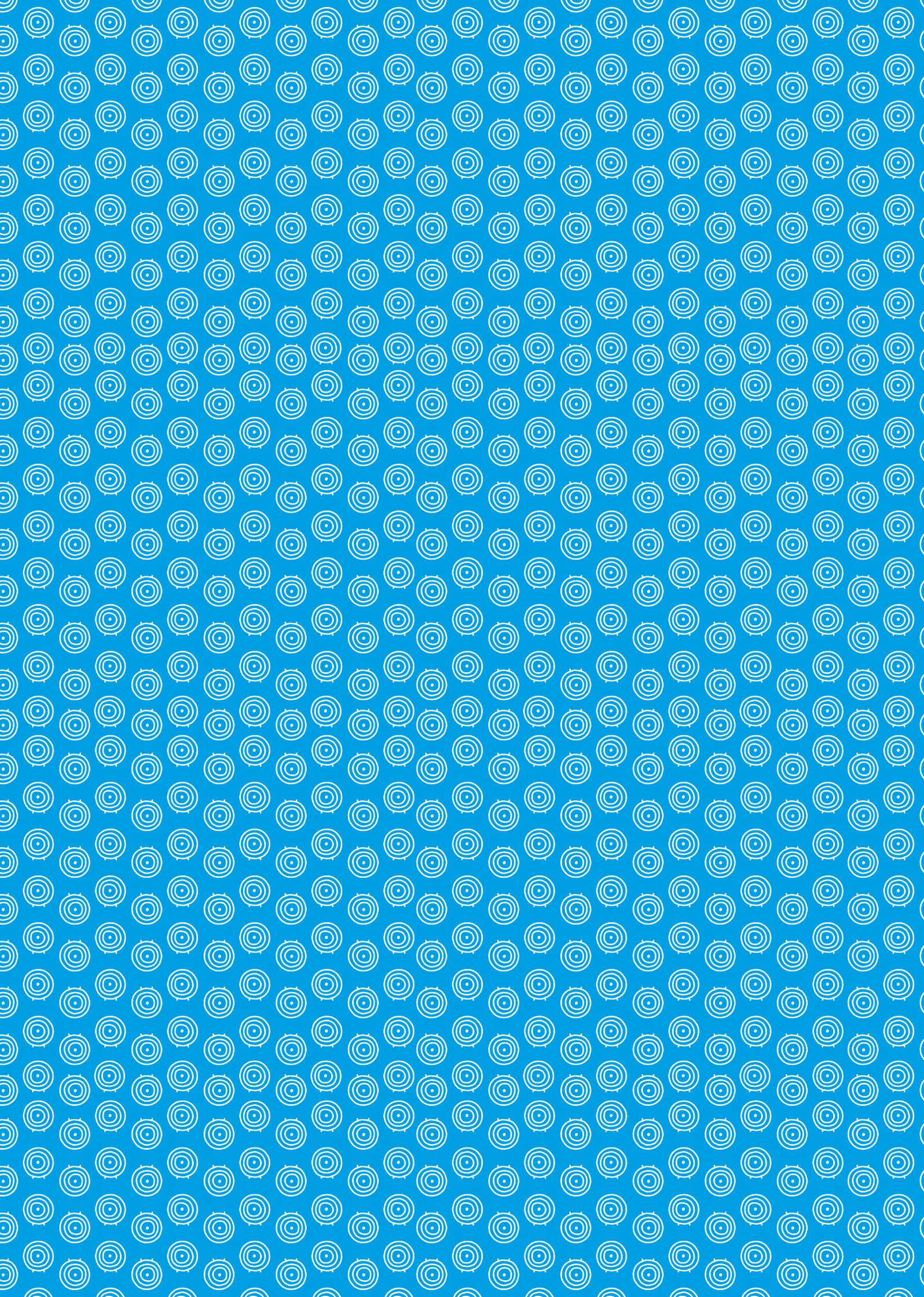
How to DEBRIEF

Read the following out loud:

1. Here are some great **questions to help reflect** on what just happened.
2. Each card has a main question and several **(optional) follow-up** questions.
3. **Shuffle.**
4. Take turns in **drawing a card** and reading the main question **out loud.**
5. **Invite** everyone to share!
6. After a couple of minutes check if it's time for the **next person's turn.**

Note: It's ok to draw a different card, it's ok to pass and it's ok to ask your own question.

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What steps were taken?

Follow up with these:

- 🔗 Why?
- 🔗 Who in the room was best equipped to meet this challenge?
- 🔗 What did this experience teach you about your day-to-day?

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Did you assume anything that turned out to be wrong?

Follow up with these:

- 🔗 What was your assumption?
- 🔗 What led to this?
- 🔗 Why was it wrong?

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What was the defining moment that changed things?

Follow up with these:

- 🔗 What was the impact?
- 🔗 Could this have happened earlier?
- 🔗 What would have been different?

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How could you have made the process more/less pleasant?

Follow up with these:

- 🔗 What would you have done differently?
- 🔗 How would this have changed the experience?
- 🔗 Would there have been a different result?

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What decisions did you make?

Follow up with these:

- 🔗 How did you decide?
- 🔗 Why did you need to decide?
- 🔗 Was it a good or bad decision?

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What ideas, innovation or changes emerged?

Follow up with these:

- 🔗 Where did they come from?
- 🔗 How effective were they?
- 🔗 What surprised you?

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What reminded you of your day-to-day?

Follow up with these:

- 🔗 How is this similar?
- 🔗 What is the impact?
- 🔗 What did this experience teach you?

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Follow up with these:

- 🔗
- 🔗
- 🔗

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How did you organize yourselves?

Follow up with these:

- 👉 Who was leading/facilitating?
- 👉 Who was following?
- 👉 How did you make decisions?

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Did something unpredictable happen?

Follow up with these:

- 👉 What was unpredictable?
- 👉 Did you want to control/avoid this?
- 👉 How & why?

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What changes in group dynamics did you experience?

Follow up with these:

- 👉 What caused this change?
- 👉 How did this impact your experience?
- 👉 Was everybody aware of this change?

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How was the participation distributed?

Follow up with these:

- 👉 Was everybody included?
- 👉 How did you achieve this?
- 👉 Was this ideal?

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How could you have worked together better?

Follow up with these:

- 👉 How would this have helped?
- 👉 When did you realize this was an option?
- 👉 What stopped you?

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What interesting behaviours did you observe?

Follow up with these:

- 👉 Why was this interesting to you?
- 👉 What was/wasn't helpful?
- 👉 Why?

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Where have you encountered similar behaviours?

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Follow up with these:

- 👉 Describe the similarity
- 👉 Is there a similar impact?
- 👉 What did this experience teach you about your day-to-day?

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Follow up with these:

👉

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What didn't you say, that you wish you had?

Follow up with these:

- What stopped you from saying it?
- What would have been different if said?
- What question would you have liked to ask yourself/the team?

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What non-verbal communication was there?

Follow up with these:

- What was the impact on you and the group?
- Could others have interpreted this differently?
- How could you be certain?

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What did this teach you about great communication?

Follow up with these:

- What was great about it?
- How would you teach this to others?
- List your top five communication take-aways!

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What mis-communications were there?

Follow up with these:

- What were the causes?
- How did this impact the experience?
- How could you have communicated better?

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Did you communicate enough?

Follow up with these:

- Why?
- How would more/less communication have impacted your experience?
- Did anything stop you from communicating more or less?

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Doing it again, how would you communicate differently?

Follow up with these:

- What would be the impact on you/others?
- Why didn't this happen earlier?
- What would have helped you realise?

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What is left unspoken?

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Follow up with these:

- How did you notice?
- Would speaking about it have helped?
- What did this experience teach you about your day-to-day?

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Follow up with these:

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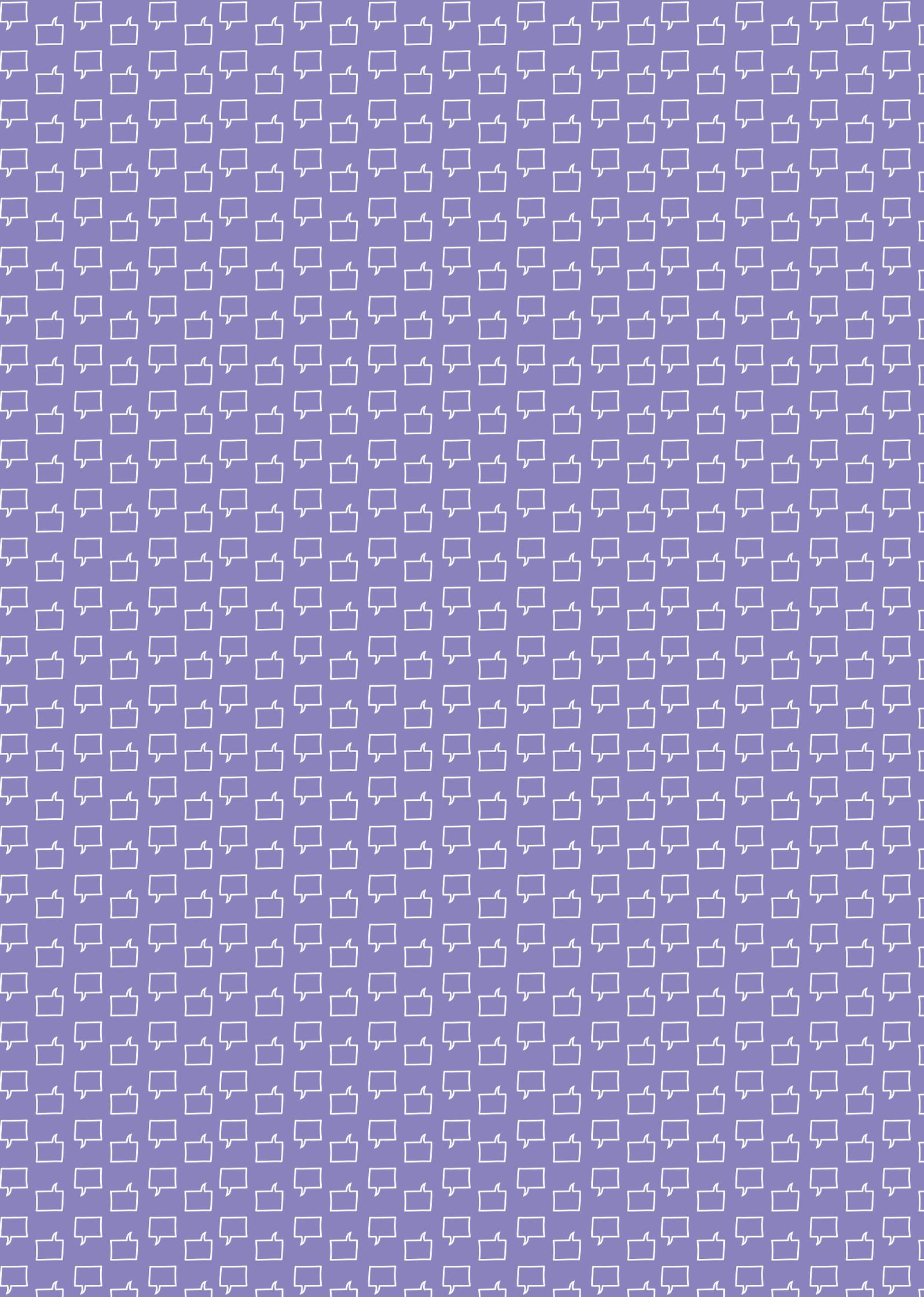
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What did you like or dislike about the experience?

Follow up with these:

- ♥ What specifically?
- ♥ Why?
- ♥ What else?

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Where have you observed similar emotions and behaviours?

Follow up with these:

- ♥ Where did it happen (work/private life)?
- ♥ How was it similar?
- ♥ What happened?

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When did you care most/least about the outcome?

Follow up with these:

- ♥ What made you care more/less?
- ♥ Did anybody feel the same way?
- ♥ How strongly did you feel about it?

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What else would you like to share?

Follow up with these:

- ♥ What did you learn about other people's emotions?
- ♥ Did empathy play a role?
- ♥ What did this experience teach you about your day-to-day?

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How did you feel?

Follow up with these:

- ♥ Were others aware that you felt that way?
- ♥ What led to this feeling?
- ♥ How did you feel before?

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What was this experience like?

Follow up with these:

- ♥ Describe with a #hashtag!
- ♥ What about it made it like this?
- ♥ What would be a good comparison?

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How did you deal with your emotions?

Follow up with these:

- ♥ Which emotions exactly?
- ♥ Has this happened to you before?
- ♥ Did anybody else notice?

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Follow up with these:

- ♥
- ♥
- ♥

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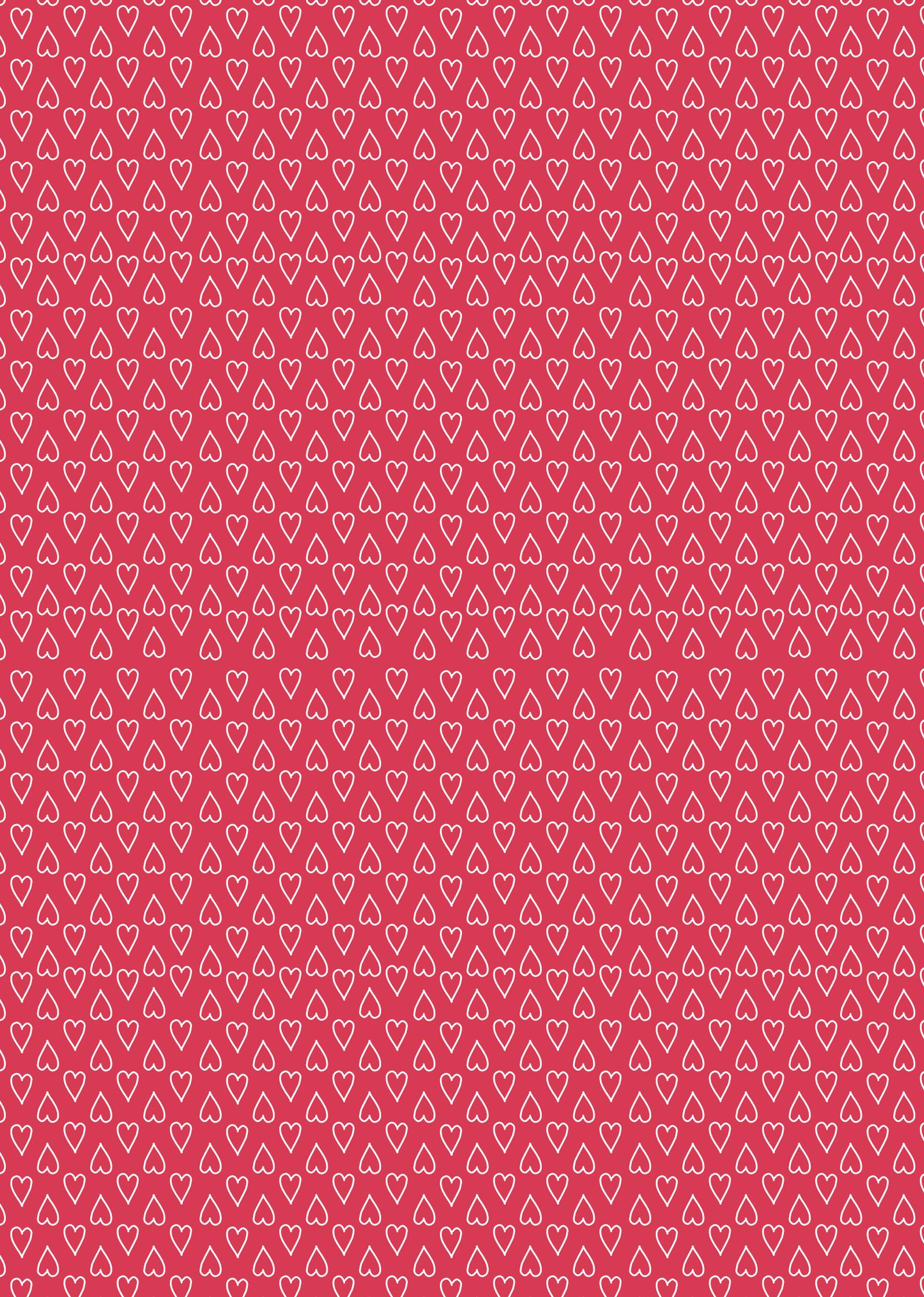
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What does this experience remind you of in your day-to-day?

What did you learn about yourself and the team?

What did you do that will be beneficial in your day-to-day life?

Follow up with these:

- 📄 How was this similar?
- 📄 What insights does this give you?
- 📄 Does this present any opportunities?

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Follow up with these:

- 📄 Was this a surprise?
- 📄 What would you share with others?
- 📄 Phrase it as a slogan or a motto!

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Follow up with these:

- 📄 What would you like to happen?
- 📄 What first steps could you take?
- 📄 How would you know that you are succeeding?

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What are you more aware of now?

What are the top 5 things you will take away?

If you had a magic wand what one thing would you change?

Follow up with these:

- 📄 How will you remember this tomorrow?
- 📄 Does this inspire you?
- 📄 How will you use this inspiration to help you or your team?

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Follow up with these:

- 📄 What inspired your top 5?
- 📄 What are you going to do with them?
- 📄 How will you share with others?

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Follow up with these:

- 📄 Why?
- 📄 Why?
- 📄 Why?

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What would an expert make of your experience?

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Follow up with these:

- 📄 How would they summarize it in five words?
- 📄 What would the expert suggest?
- 📄 What did this experience teach you about your day-to-day?

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Follow up with these:

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