

## Debriefing

Debriefing is the follow-up and processing of any learning or sharing experience. Through debriefing people can make meaning of the presentation or experience. They may highlight or focus on key points; may identify areas of personal meaning; may anchor their learning; and may identify areas for further exploration or clarification.

Consider the multiple experiences of your audience when debriefing, particularly when debriefing a tool. Remember to help participants relate their learning back to their everyday lives and experiences. Keep in mind that participants in different industries and types of work can help one another discover new insights.

HOW? There are *many* ways to help people debrief. The following are just a few ideas.

- Journaling – After a presentation or experience have people reflect and make journal entries. This can be as simple as ‘We have just spent 30 minutes learning about \_\_\_\_\_/ discussing\_\_\_\_\_/ watching a film, etc., jot down the most important/meaningful things to you.’ It can also be more focused such as ‘based on (whatever you have just presented or facilitated) jot down your own reactions, questions, concerns, challenges... With journaling I usually set a specific time (i.e., 3 minutes) and at the end say – ‘Capture that last idea and now we’ll move on.’ I also make an open invitation - ‘Any ideas or reactions you want to share?’
- Circle Toss – Have people stand in a circle as the presentation or experience is completed. Directions: think back over (the workshop, this morning, the presentation...) and identify some key learnings (‘ahas!’) and to put it in a headline/short phrase. Provide a brief think time/silence and then begin. Using a soft ball or koosh, toss it to a person and have that person give a key learning (‘ahha!’) and then toss the ball to another person. This can be modified with different prompts and also done without the tossing by going around the circle or room. Consider providing the option of saying ‘pass’.
- KWL Process (Know, Want To Know, Learned) – If you have begun the lesson, presentation, unit with the K and W, follow up with the L (What have you learned?) Make sure to have people consider both new information and ideas and items in the K (KNOW) column that they now understand differently or more fully. Initial information may have been inaccurate or incomplete.
- What? So What? Now What? (Experiential Debriefing Model) – Debrief by asking people first to list what they learned (WHAT?) – specific facts and ideas. Next ask people to list/describe the meaning of the information (SO WHAT?). Finish the debrief by asking people how they will apply this (NOW WHAT?). This may include what they plan to do, further questions they need to investigate, etc.
- Triangle, Circle, Square – Take turns, and everyone should talk about the shape before moving on to the next shape. You’re going to start with a triangle - one point that stuck out to you. Then a circle - one question that’s circling for you based on this activity. And finally, a square - one thing that really squared or resonated with you.
- Rose, Thorn, Bud – Reflect on the activity you just completed and share: What has been beautiful? What has ‘pricked at you?’ What has potential?