









#THEDEBRIEFINGCUBE

Six lenses of reflection

WHAT'S IN THIS FOR YOU? Get the most value from your games, simulations, interactions and exercises by expanding your debrief with the help of this cube. Each face represents a lens of reflection that will give your participants a broad exploration of their experience.



OUR TIPS FOR GREAT DEBRIEFING

- | | |
|---|---|
|  LISTEN AND OBSERVE INTENTLY, SO THAT YOU CAN CHOOSE THE BEST NEXT QUESTION TO ASK. |  RELAX YOU DON'T NEED TO USE EVERY LENS AND DEBRIEF EVERYTHING. |
|  EXPLORE WITH OPEN QUESTIONS TO DIG DEEPER. (E.G. What was fun? Rather than did you have fun?) |  CLOSE BY GOING BROADER (E.G. with why did we do this?, what else can you learn?) |
|  TRUST THAT THE BEST REFLECTIONS COME FROM YOUR PARTICIPANTS, NOT YOU. |  PRACTICE USING THE LENSES AND CRAFT YOUR OWN AWESOME QUESTIONS (E.G. who, what, why, when, how, now what etc.) |
|  SILENCE IS POWERFUL, USE IT. When a question is hanging in the air – don't feel tempted to fill the silence. Trust that your participants will. |  SHARE YOUR EXPERIENCES AND LEARN FROM OTHERS. For more inspiration and to contribute your best questions go to:
http://share.TheDebriefingCube.com |



Chris Caswell & Julian Kea, v2.0

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#THEDEBRIEFINGCUBE

42 Questions of Reflection



What was your goal? Phrase it in one sentence.

Was there a shared understanding of the goal?

How did you align on the goal?

What would you have liked to have known beforehand?

How is your understanding of the goal different now?

How did you start?

What was the real challenge?



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

What non-verbal communication was there?

What did this teach you about great communication?

What miscommunications were there?

Did you communicate enough?

Doing it again, how would you communicate differently?

What is left unspoken?



What steps were taken?

Did you assume anything that turned out to be wrong?

What was the defining moment that changed things?

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

What decisions did you make?

What ideas, innovation, changes emerged?

What reminded you of your day-to-day?



How did you feel?

What was this experience like?

How did you deal with your emotions?

What did/didn't you like about the experience?

Where have you observed similar emotions and behaviours?

When did you care most/least about the outcome?

What else would you like to share?



How did you organize yourselves?

Did something unpredictable happen?

What changes in group dynamics did you experience?

How was the participation distributed?

How could you have worked better together?

What interesting behaviours did you observe?

Where do you encounter similar behaviours?



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?

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?

What would an expert make of your experience?



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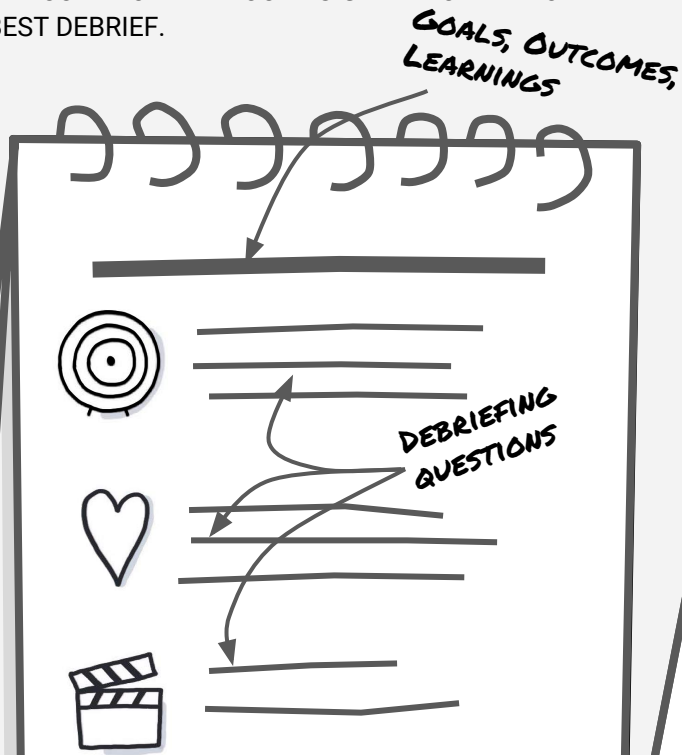
#play14 Timișoara 2017 and first presented at #play14 Luxembourg 2018.

#THEDEBRIEFINGCUBE

5 Ways to use the cube

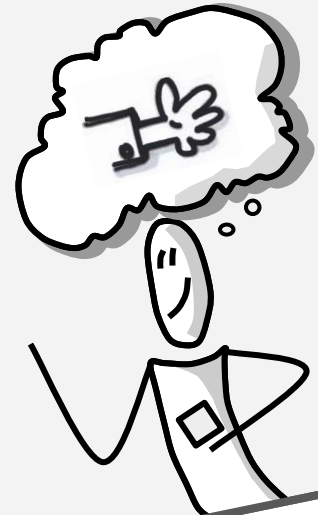
1. PREPARE

USE THE CUBE TO HELP YOU DESIGN A FACILITATION PLAN THAT HAS THE BEST DEBRIEF.



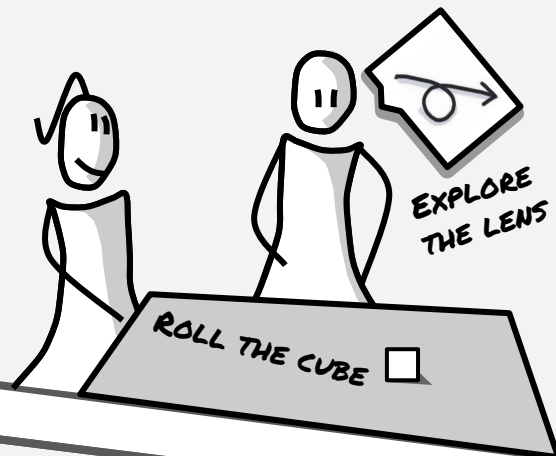
2. INSPIRE

BE INSPIRED IN THE MOMENT BY USING THE CUBE PROMPT WHICH LENS TO EXPLORE NEXT.



3. DEBRIEF!

BY USING THE CUBE AND THE QUESTIONS IT CONTAINS, TEAMS CAN LEAD THEIR OWN REFLECTION



THINK ABOUT A DEBRIEF YOU'VE GIVEN

WHAT OTHER QUESTIONS
COULD YOU HAVE ASKED THAT
WOULD ENRICH THEIR
EXPERIENCE?

4. PRACTICE

DEBRIEFING IS A PRACTICED SKILL. TO MASTER, WE NEED TO PRACTICE A LOT AND THE CUBE CAN HELP.

AGENDA:
- DISCUSS LENSES
- PLAY A GAME
- DEBRIEF WITH EACH
LENS THOROUGHLY

5. TEACH

THE SIX LENSES OF THE CUBE FORM A GREAT FOUNDATION TO TEACH FACILITATORS HOW TO DEBRIEF WELL.



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#THEDEBRIEFINGCUBE

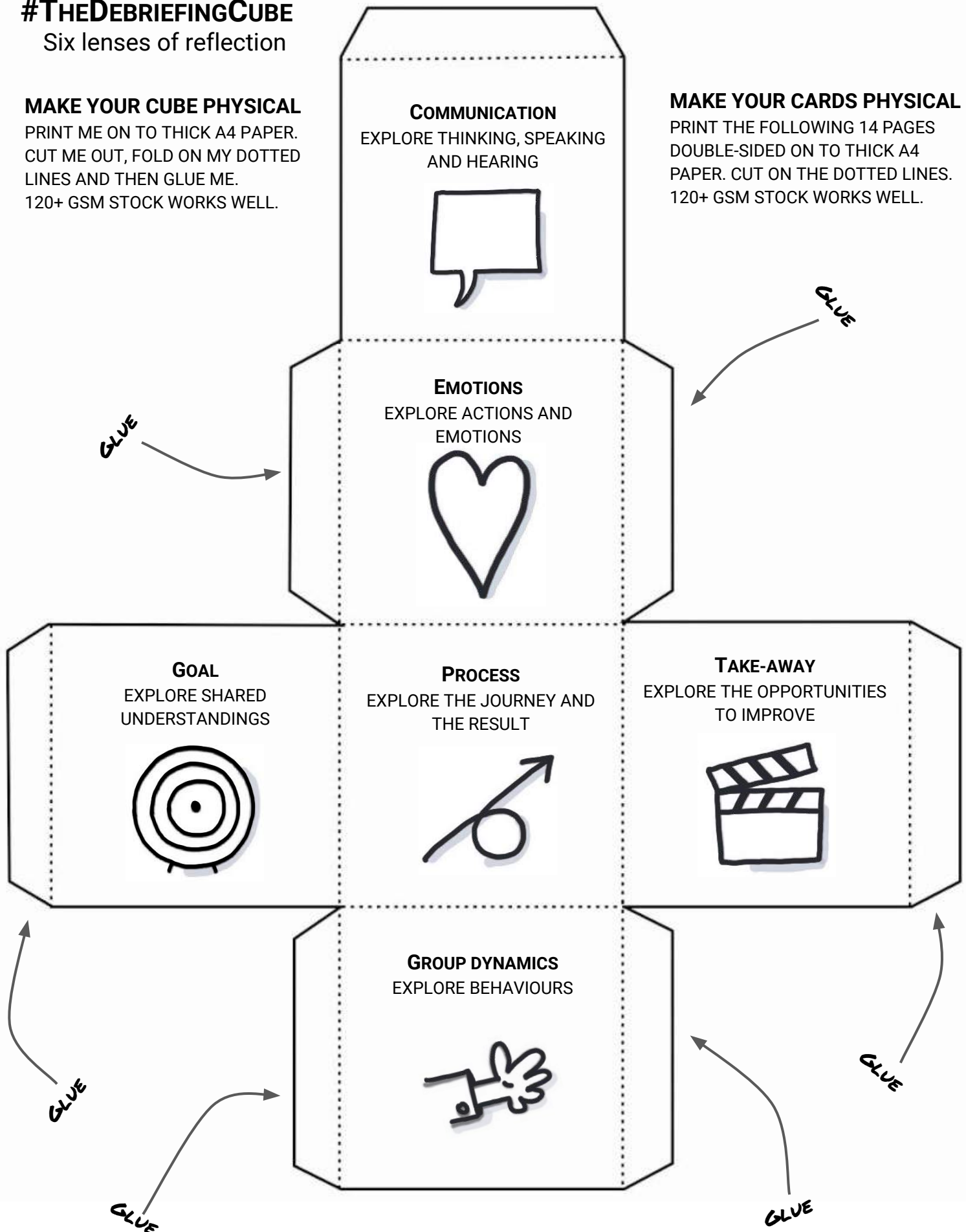
Six lenses of reflection

MAKE YOUR CUBE PHYSICAL

PRINT ME ON TO THICK A4 PAPER.
CUT ME OUT, FOLD ON MY DOTTED
LINES AND THEN GLUE ME.
120+ GSM STOCK WORKS WELL.

MAKE YOUR CARDS PHYSICAL

PRINT THE FOLLOWING 14 PAGES
DOUBLE-SIDED ON TO THICK A4
PAPER. CUT ON THE DOTTED LINES.
120+ GSM STOCK WORKS WELL.



Chris Caswell & Julian Kea, v2.0

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WE'RE TIRED OF BAD DEBRIEFING!

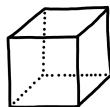
OPPORTUNITIES FOR GROUPS TO LEARN, IMPROVE AND COMMIT TO CHANGE ARE FREQUENTLY LOST.

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.



WHAT'S IN THIS FOR YOU?

YOU WILL MAXIMIZE 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.



HOW TO IGNITE CHANGE

1. **BE CLEAR** ON THE GOALS AND OUTCOME
2. **REVEAL OPPORTUNITIES** BY GENERATING A VALUABLE EXPERIENCE
3. **SPARK CONVERSATIONS** BY USING THIS TOOL
4. **HARVEST COMMITMENT** BY GATHERING IMPACTFUL IDEAS
5. **ENSURE CONTINUITY** BY SUPPORTING YOUR PARTICIPANTS AFTER

OUR TIPS FOR 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 LENSE OR QUESTION.



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.

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

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**

How to use this deck 3/4

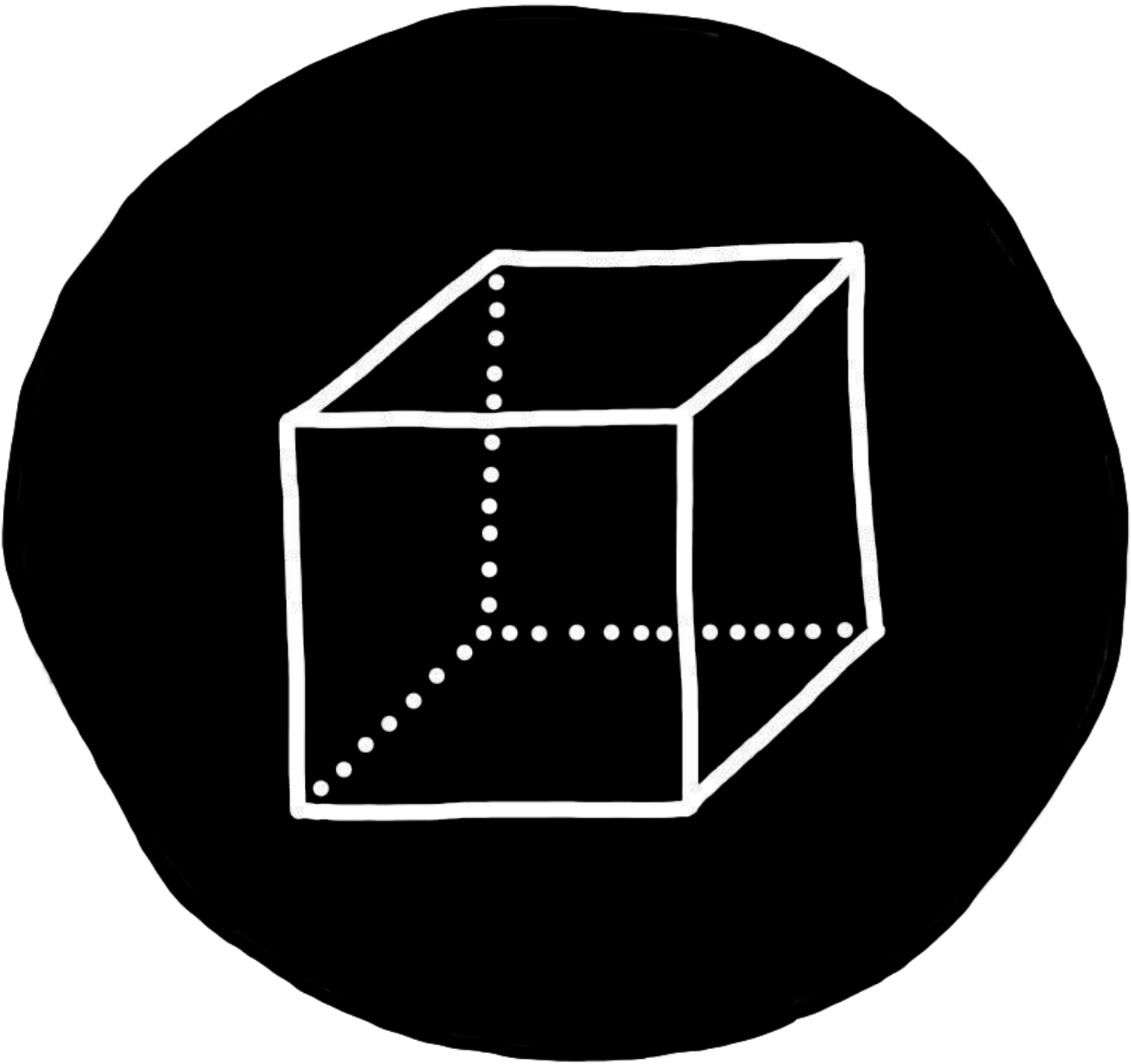
GUIDE

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**

How to use this deck 4/4

EXPLORE

1. **GROUP** TO DEBRIEF, GIVE EACH A DECK OF CARDS AND HAVE THEM SPREAD OUT FACE DOWN
2. ASK THEM TO **SELF ORGANIZE** BY TAKE TURNS IN ROLLING THE DICE. THE PERSON TO THE RIGHT THEN SELECTS A CARD OF THAT LENSE AND **LEADS ITS EXPLORATION**
3. **ENCOURAGE** THEM TO EXPLORE SEVERAL CARDS WITHIN THE TIMEBOX
4. PLAN EXTRA TIME TO **EXPLORE WHAT WAS DISCOVERED**





GOAL #1



GOAL #2



GOAL #3

**What was your goal?
Phrase it in one
sentence.**

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

**What would you have
liked to have known
beforehand?**

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

**How did you align
on the goal?**

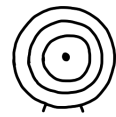
- What made the alignment easy/hard?
- Did everyone agree?
- Doing it again, how would you align differently?



GOAL #4



GOAL #5



GOAL #6

**Was there a shared
understanding of the
goal?**

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

**How is your
understanding of the
goal different now?**

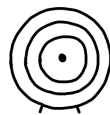
- How did your awareness change?
- What did you learn?
- How would the experience change, if you knew this beforehand?

How did you start?

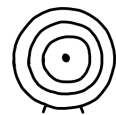
- Was everyone aware?
- Did you have to stop and restart?
- What helped?



GOAL #7



GOAL



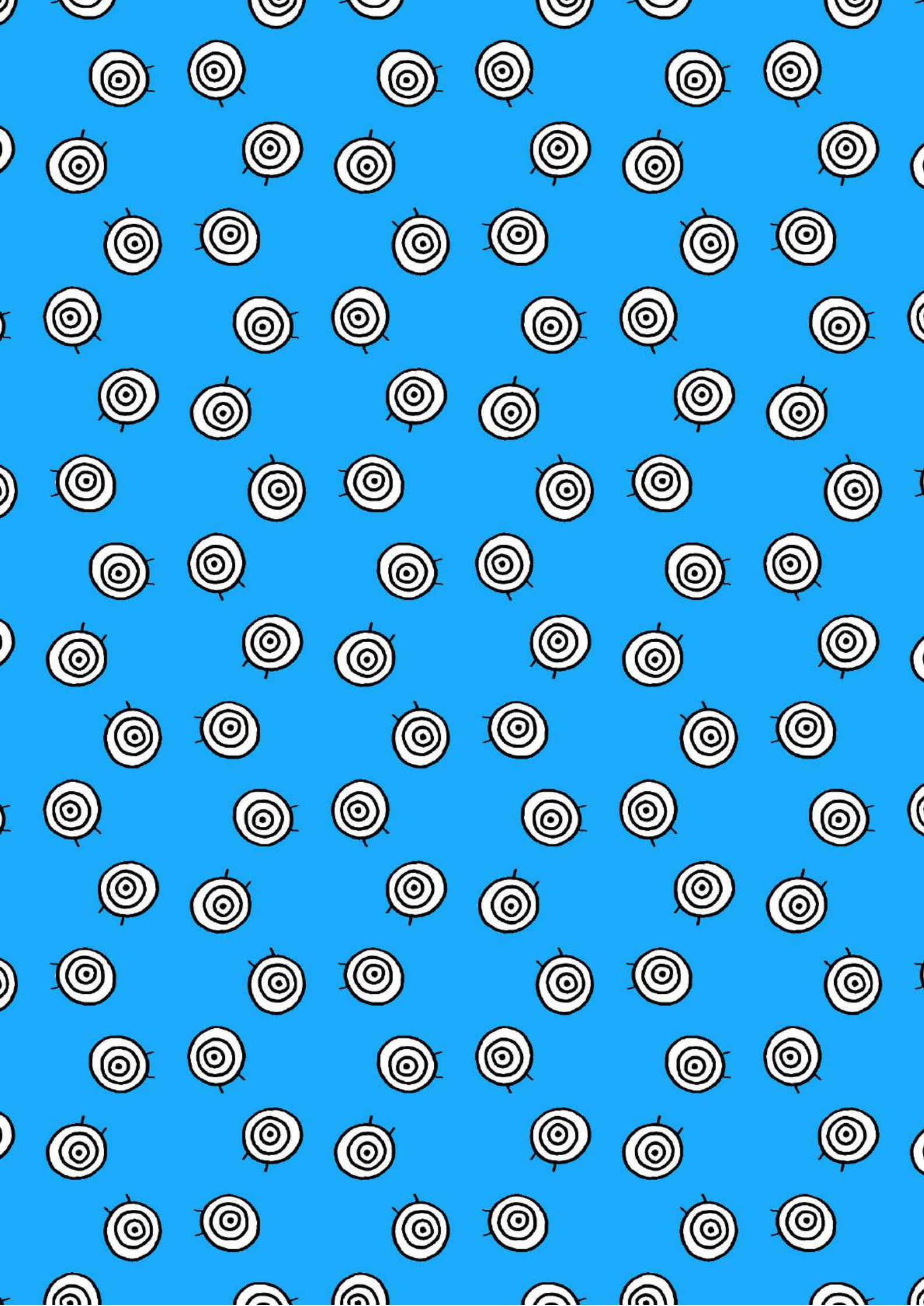
GOAL

**What was most
challenging?**

- 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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PROCESS #8



PROCESS #9



PROCESS #10

What steps were taken?

- Which steps led to success?
- Which led to failure?
- Which led to learning or improvement?

Did you assume anything that turned out to be wrong?

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

What was the defining moment that changed things?

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



PROCESS #11



PROCESS #12



PROCESS #13

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

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

What decisions did you make?

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

What ideas, innovation or changes emerged?

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



PROCESS #14



PROCESS



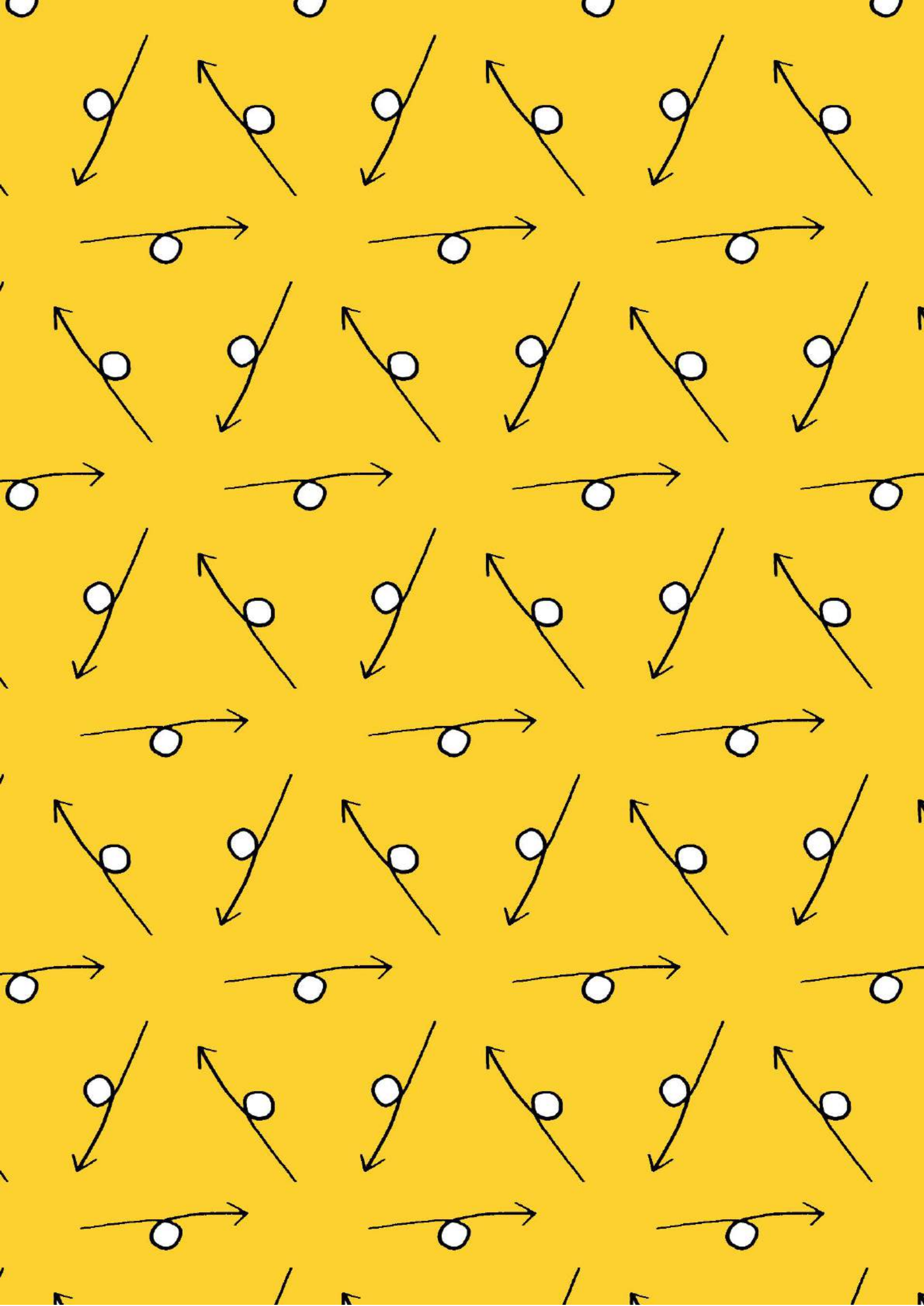
PROCESS

What reminded you of your day-to-day?

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

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GROUP DYNAMICS #15



GROUP DYNAMICS #16



GROUP DYNAMICS #17

How did you organize yourselves?

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

Did something unpredictable happen?

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

What changes in group dynamics did you experience?

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



GROUP DYNAMICS #18



GROUP DYNAMICS #19



GROUP DYNAMICS #20

How was the participation distributed?

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

How could you have worked together better?

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

What interesting behaviours did you observe?

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



GROUP DYNAMICS #21



GROUP DYNAMICS



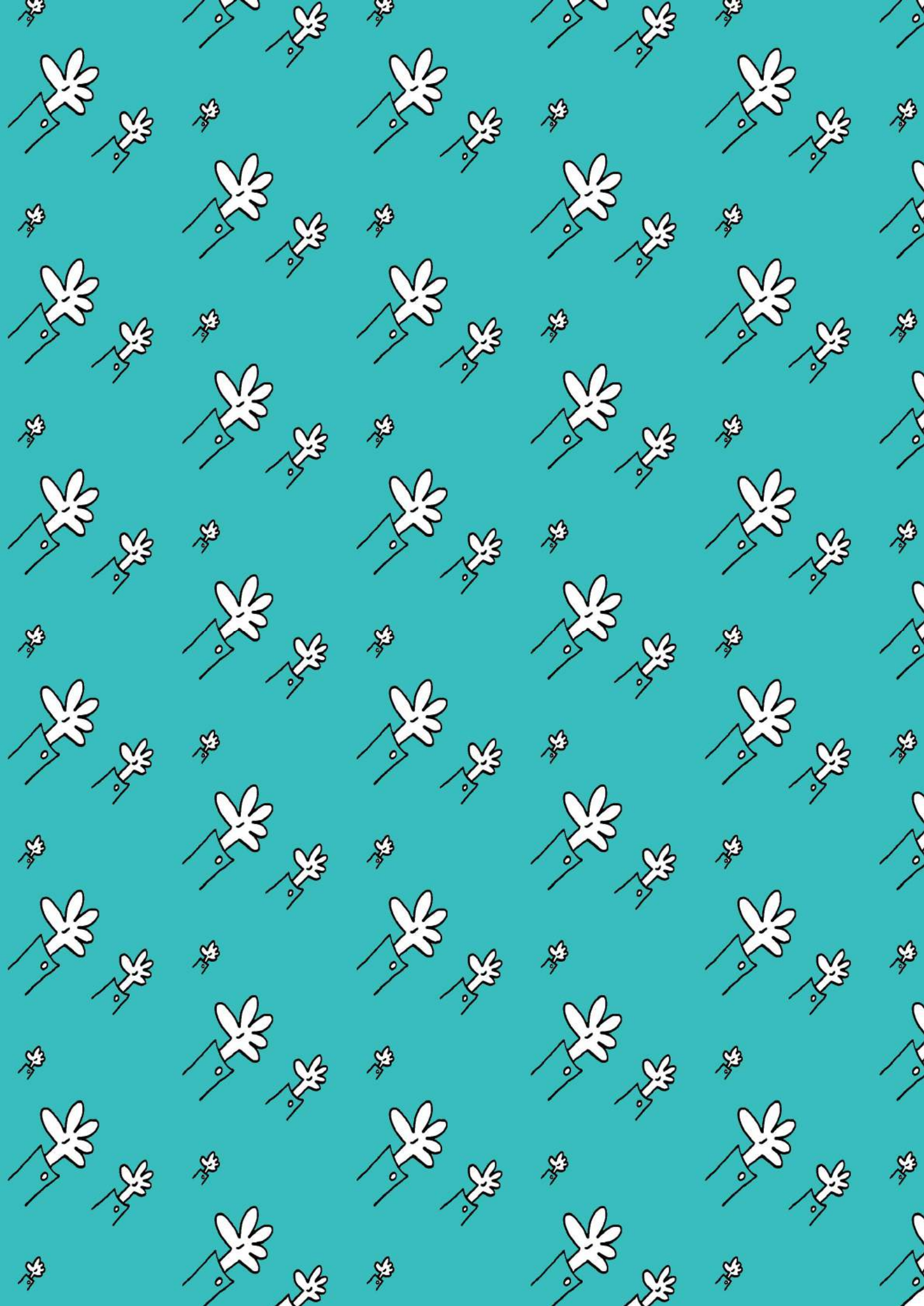
GROUP DYNAMICS

Where have you encountered similar behaviours?

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

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COMMUNICATION #22



COMMUNICATION #23



COMMUNICATION #24

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

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

What non-verbal
communication
was there?

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

What did this teach
you about great
communication?

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



COMMUNICATION #25



COMMUNICATION #26



COMMUNICATION #27

What
miscommunications
were there?

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

Did you
communicate enough?

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

Doing it again, how
would you commu-
nicate differently?

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



COMMUNICATION #28



COMMUNICATION



COMMUNICATION

What is left unspoken?

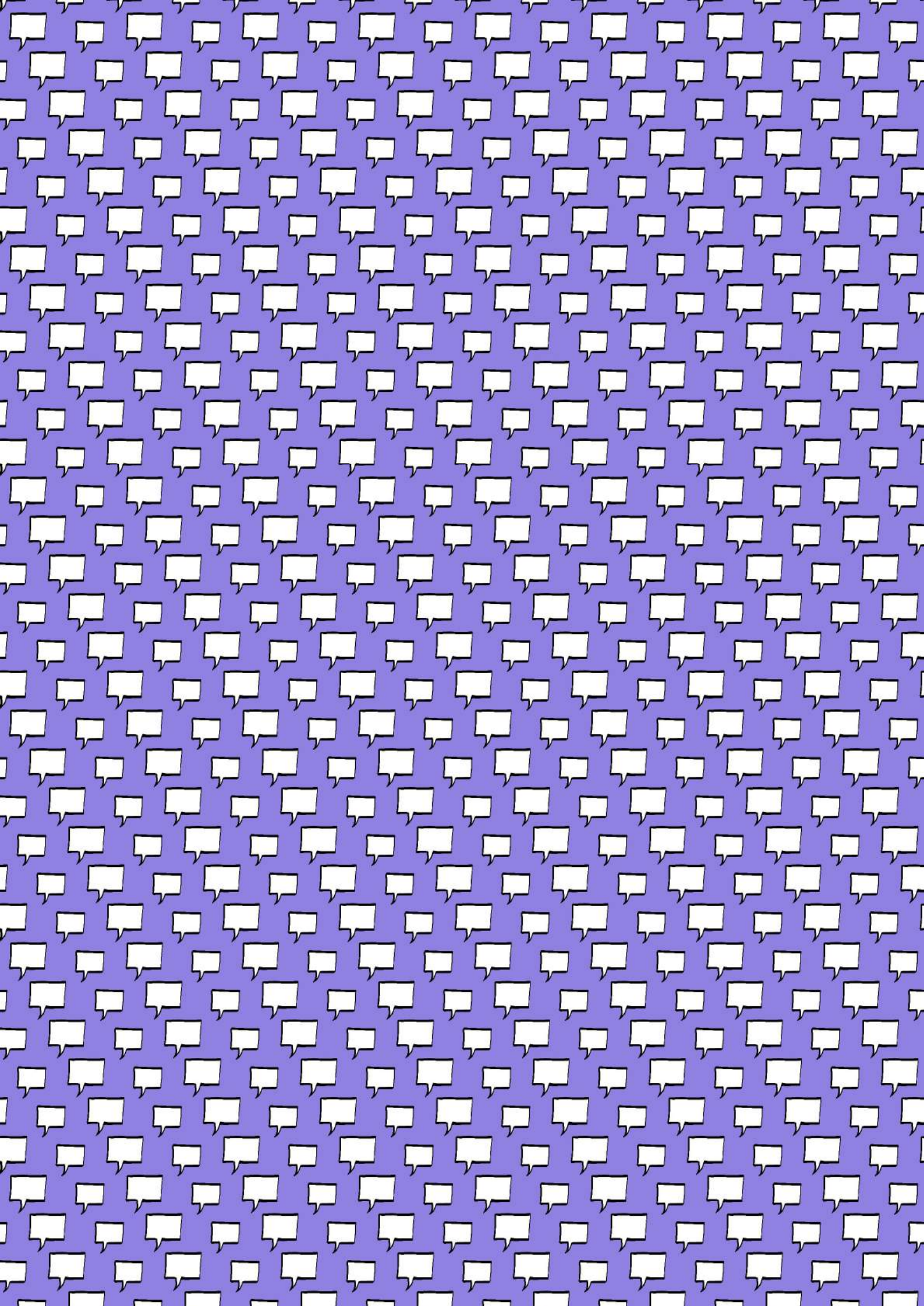
- How did you notice?
- Would speaking about it have helped?
- What did this experience teach you about your day-to-day?

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EMOTIONS #29



EMOTIONS #30



EMOTIONS #31

How did you feel?

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

What was this experience like?

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

How did you deal with your emotions?

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



EMOTIONS #32



EMOTIONS #33



EMOTIONS #34

What did you like or dislike about the experience?

- What specifically?
- Why?
- What else?

Where have you observed similar emotions and behaviours?

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

When did you care most/least about the outcome?

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



EMOTIONS #35



EMOTIONS



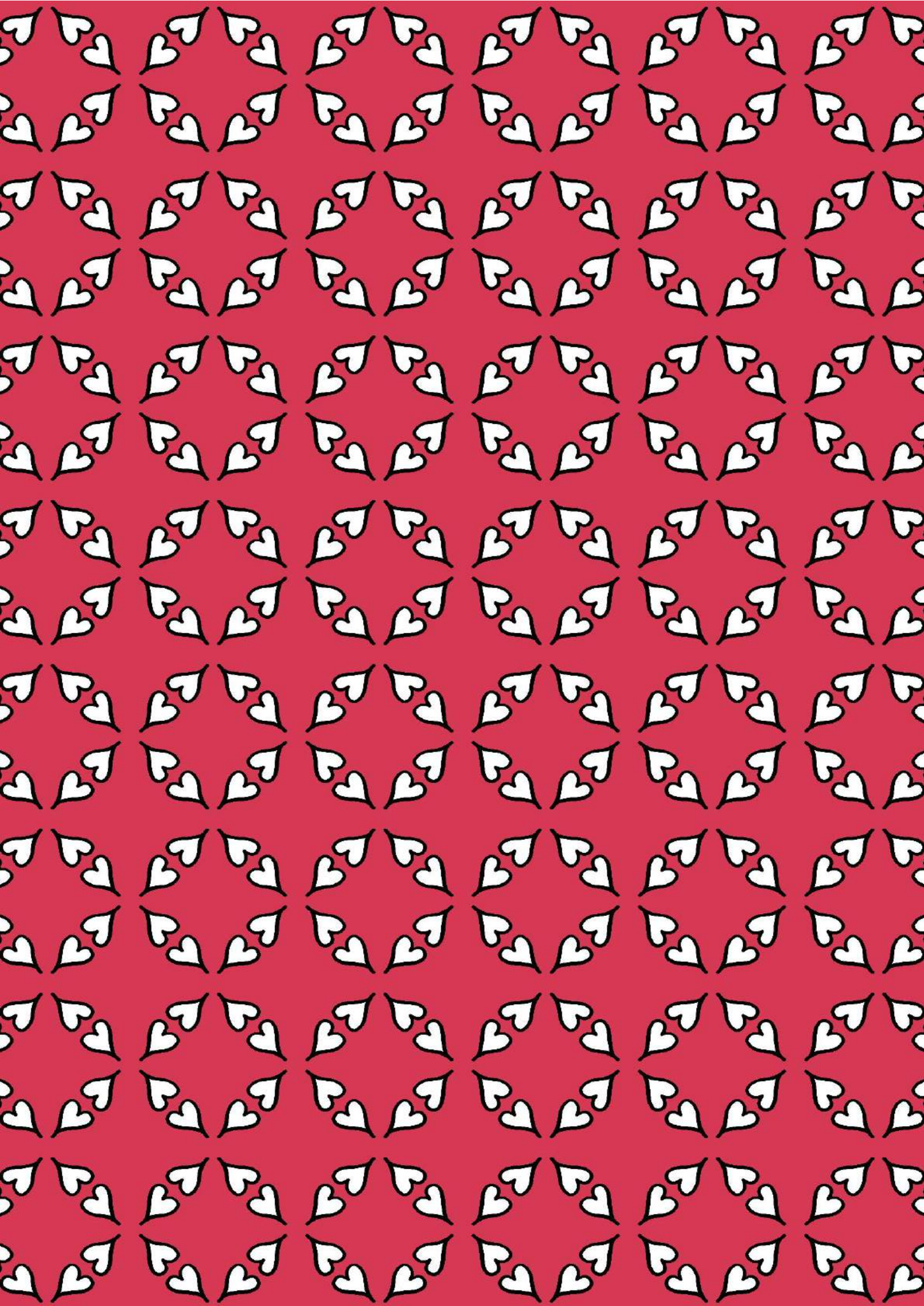
EMOTIONS

What else would you like to share?

- 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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TAKE-AWAY #36



TAKE-AWAY #37



TAKE-AWAY #38

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

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

What did you learn about yourself and the team?

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

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

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



TAKE-AWAY #39



TAKE-AWAY #40



TAKE-AWAY #41

What are you more aware of now?

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

What are the top 5 things you will take away?

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

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

- Why?
- Why?
- Why?



TAKE-AWAY #42



TAKE-AWAY



TAKE-AWAY

What would an expert make of your experience?

- 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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