

Teambuilding and Debriefing Theory

Concept:

The purpose of debriefing is to allow the camper to become aware of what happens both within them and around them in a given situation. By facilitating a discussion as a third party observer; you are allowing the camper the opportunity to process the situation away from their emotions and hectic stress of the moment.

Because one of the most important aspects of teambuilding is the ability for multiple evolutions, teambuilding allows the camper second and third chances to take on different roles and gain different understandings through those evolutions.

Be aware of acknowledging both the top AND the bottom of the group.

- Those that take charge must be acknowledged for their courage AND be made aware of possible emotional consequences of their actions.
- Those that follow (or do not attempt to contribute) must have their emotional fears acknowledged AND be made aware of the practical consequences of their actions.

When debriefing, ALWAYS focus on tangible changes that can be made rather than non-measurable outcomes

EXAMPLE: "I can make sure that I let every person talk before we decide upon something" ***instead of*** "I can pay more attention."

Types/Purpose:

- Icebreaker
- Large Box /Small Box /Out Of Box
- Another Person's Shoes/ POV

Techniques:

- Freeze
- Silence
- Evolution/ Repetition

Cheat Sheet:

Main things to look for:

1. Efficiency issues (Everyone talking at once and nobody hears anything)
2. Power issues (A controlling leader vs. the quiet participant)
3. Participation (Reasons for lack of engagement)
4. Overfocusing (Getting stuck on trying to force one way to work)

Common Engagement Questions:

"What did you notice when..."

"What made that hard for you?"

"What did you not expect to have happen?"

"Did anyone have an idea that they did not share?"

"Did anyone give any ideas that were not listened to?"

"What specific actions made these things difficult?"

"What action can you change to make things 'better' next time?"