

# #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

- |  |  |  |   |
|--|--|--|---|
|  | <b>LISTEN</b> AND OBSERVE INTENTLY, SO THAT YOU CAN CHOOSE THE BEST NEXT QUESTION TO ASK.  |  | <b>RELAX</b> YOU DON'T NEED TO USE EVERY LENS AND DEBRIEF EVERYTHING.   |
|  | <b>EXPLORE</b> WITH OPEN QUESTIONS TO DIG DEEPER. (E.G. What was fun? Rather than did you have fun?)   |  | <b>CLOSE</b> BY GOING BROADER (E.G. with why did we do this?, what else can you learn?)   |
|  | <b>TRUST</b> THAT THE BEST REFLECTIONS COME FROM YOUR PARTICIPANTS, NOT YOU.   |  | <b>PRACTICE</b> USING THE LENSES AND CRAFT YOUR OWN AWESOME QUESTIONS (E.G. who, what, why, when, how, now what etc.)   |
|  | <b>SILENCE</b> 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. |  | <b>SHARE</b> YOUR EXPERIENCES AND LEARN FROM OTHERS. For more inspiration and to contribute your best questions go to:<br><a href="http://share.TheDebriefingCube.com">http://share.TheDebriefingCube.com</a> |



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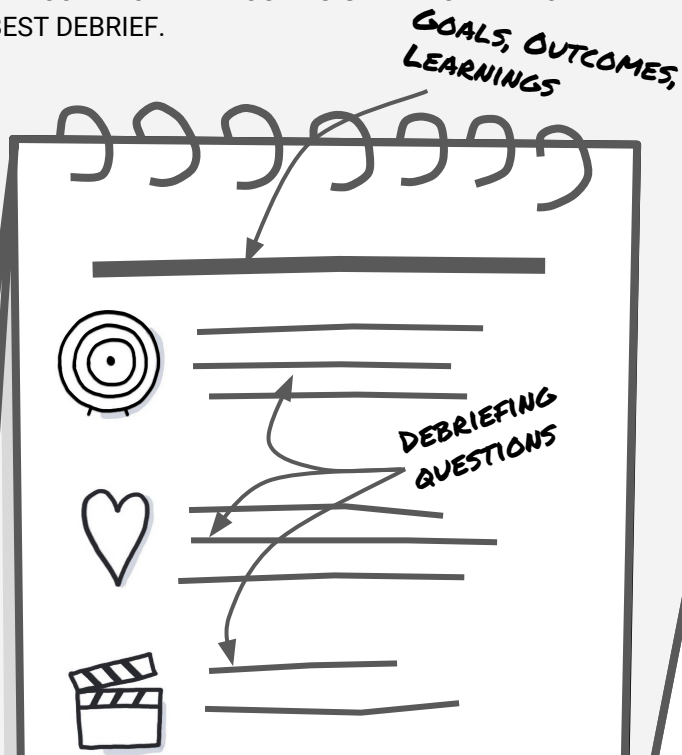
#play14 Timișoara 2017 and first presented at #play14 Luxembourg 2018.

# #THEDEBRIEFINGCUBE

5 Ways to use the cube

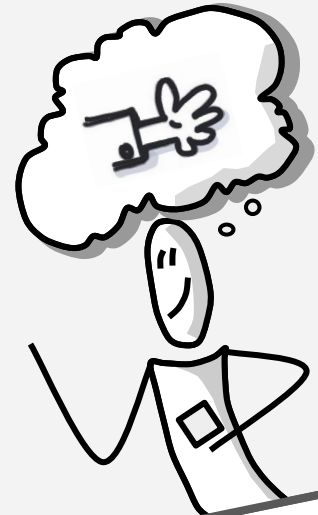
## 1. PREPARE

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



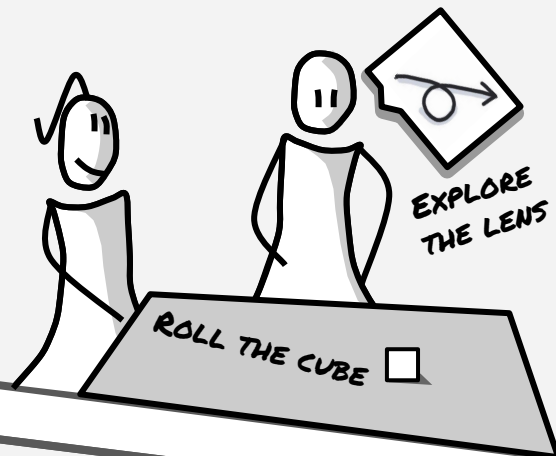
## 2. INSPIRE

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

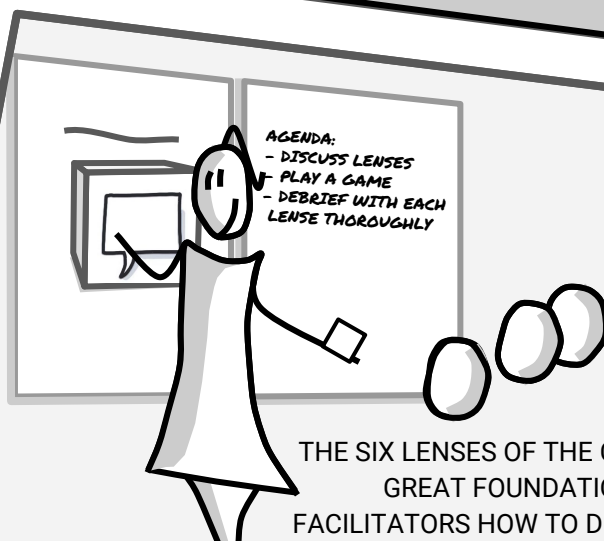
WHAT OTHER QUESTIONS  
COULD YOU HAVE ASKED THAT  
WOULD ENRICH THEIR  
EXPERIENCE?

## 4. PRACTICE

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

## 5. TEACH

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



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# #THEDEBRIEFINGCUBE

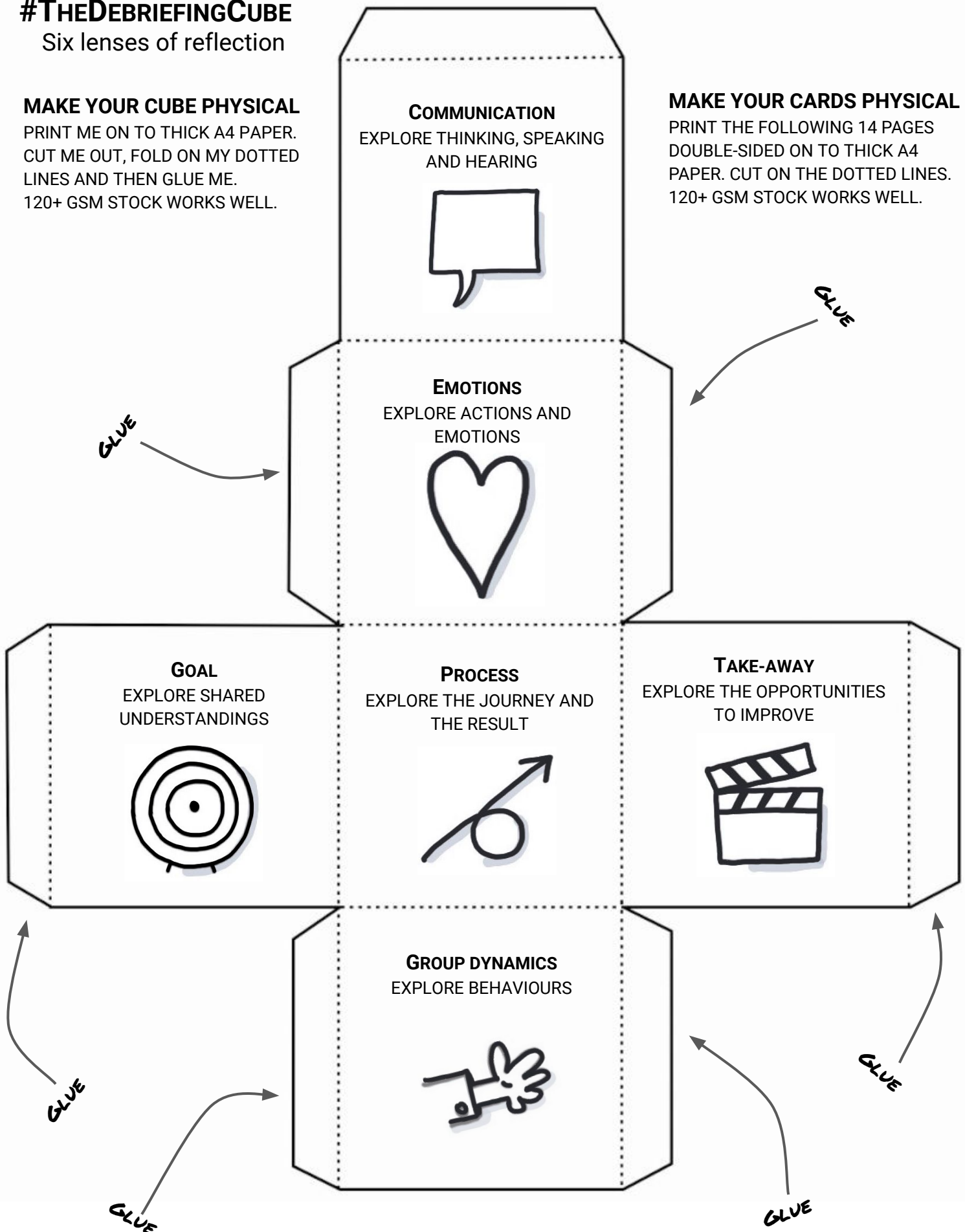
Six lenses of reflection

## 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.



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## WE'RE TIRED OF BAD DEBRIEFING!

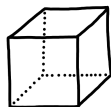
OPPORTUNITIES FOR GROUPS TO LEARN, IMPROVE AND COMMIT TO CHANGE ARE FREQUENTLY LOST.

## 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

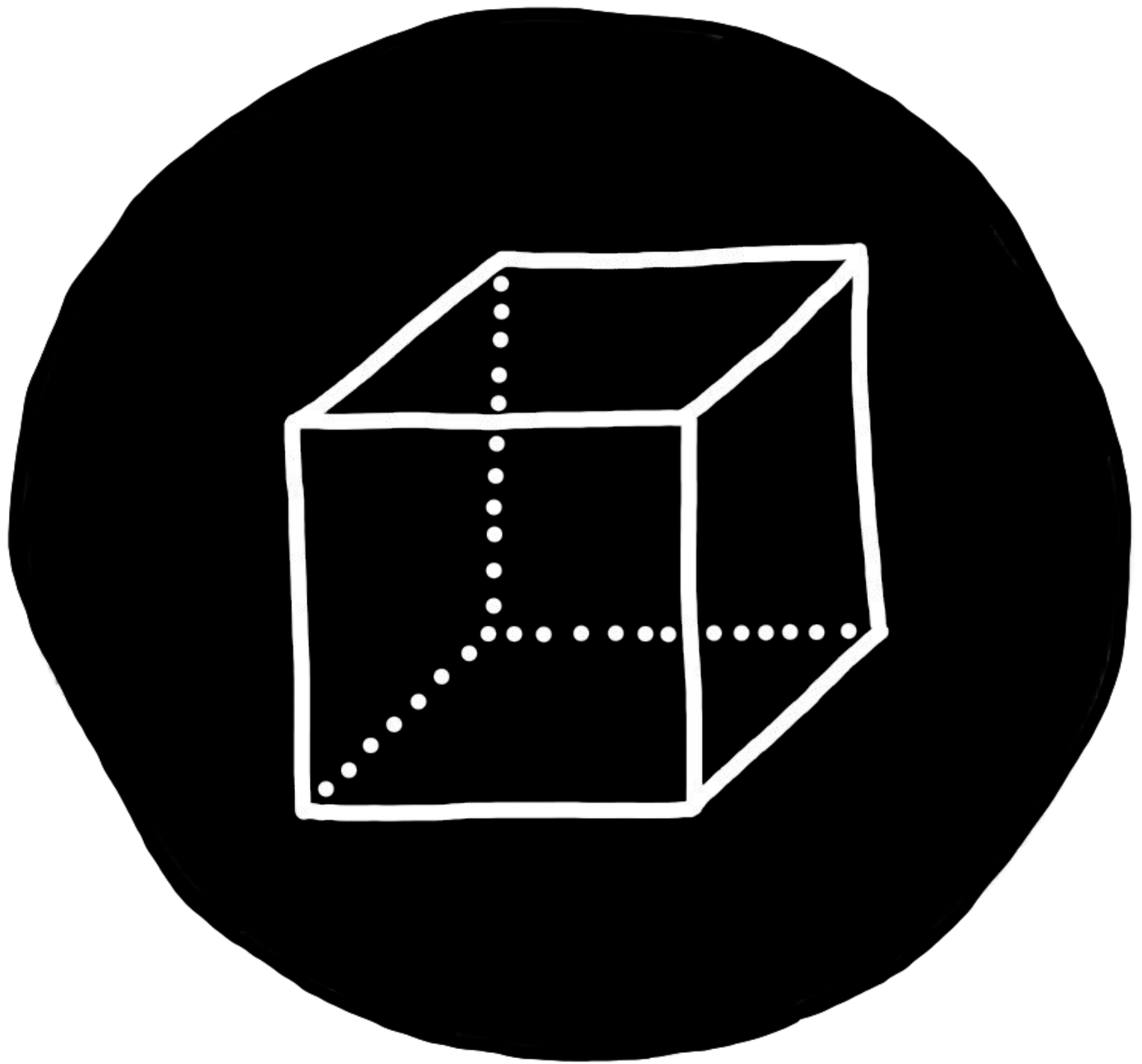
## GUIDE

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?**

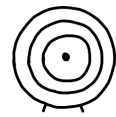
- What made the alignment easy/hard?
- Did everyone agree?
- Doing it again, how would you align differently?



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?**

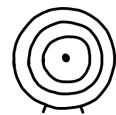
- Was everyone aware?
- Did you have to stop and restart?
- What helped?



GOAL #7



GOAL



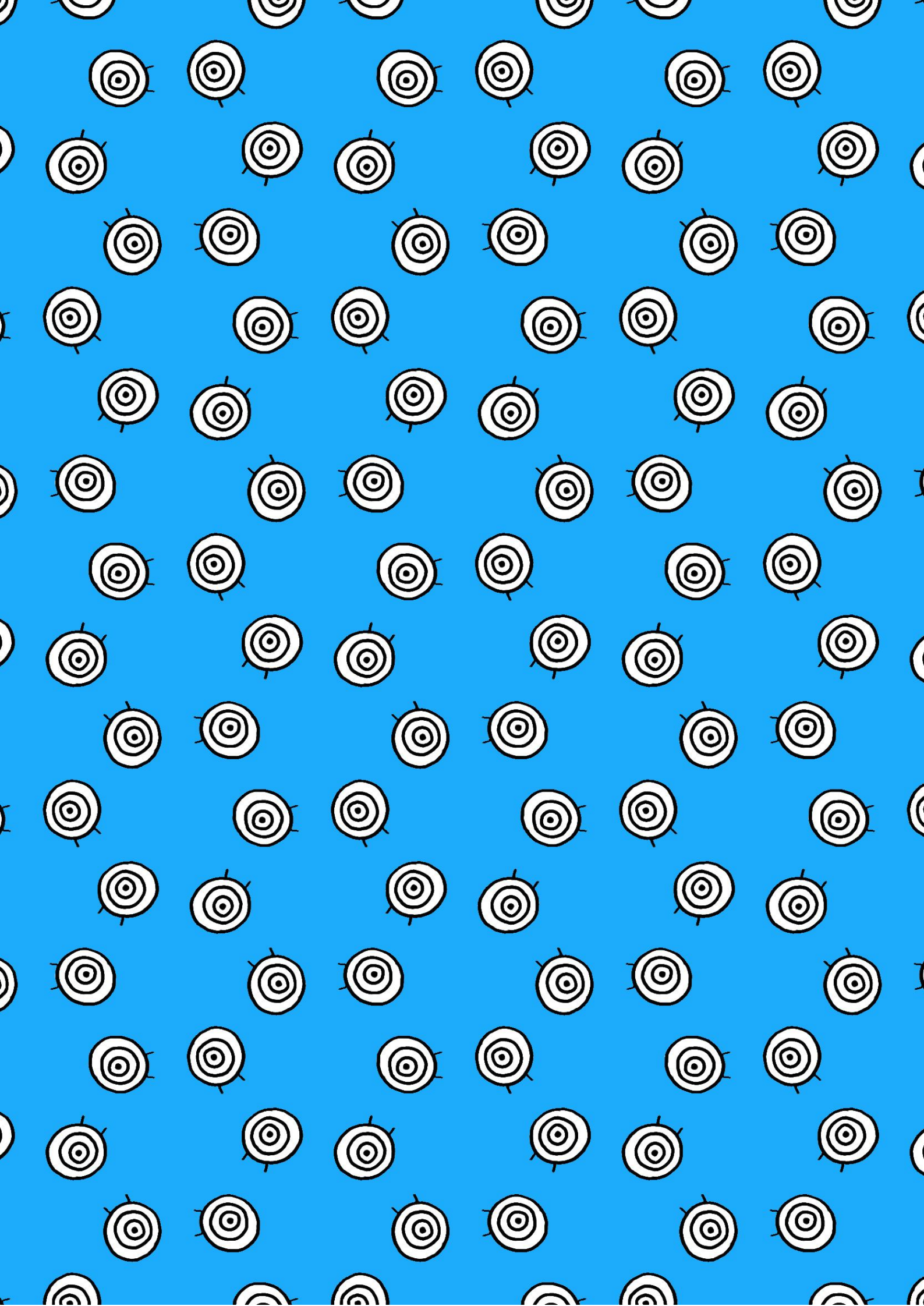
GOAL

**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

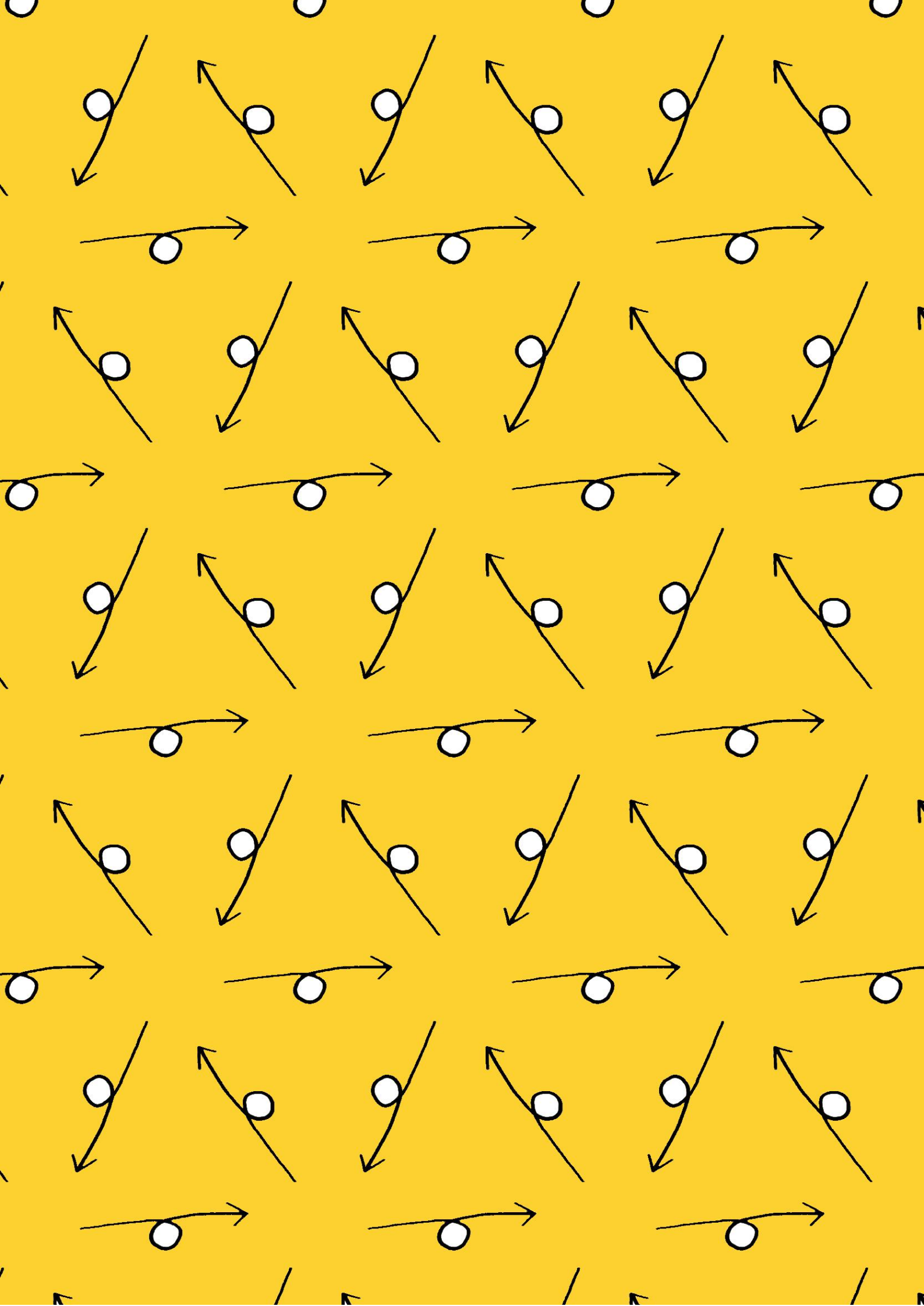
## What reminded you of your day-to-day?

- 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



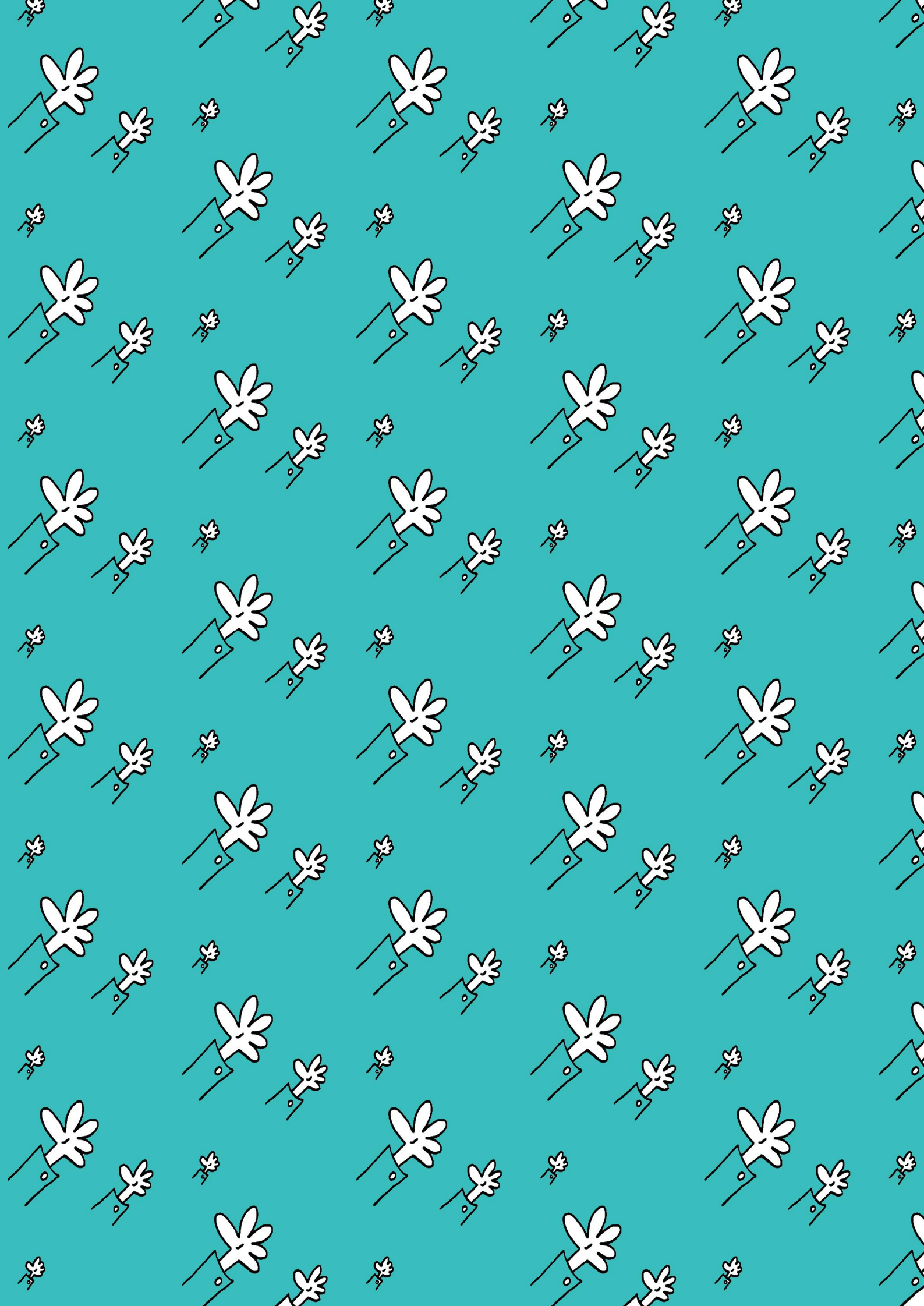
### GROUP DYNAMICS

## 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 communicate 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

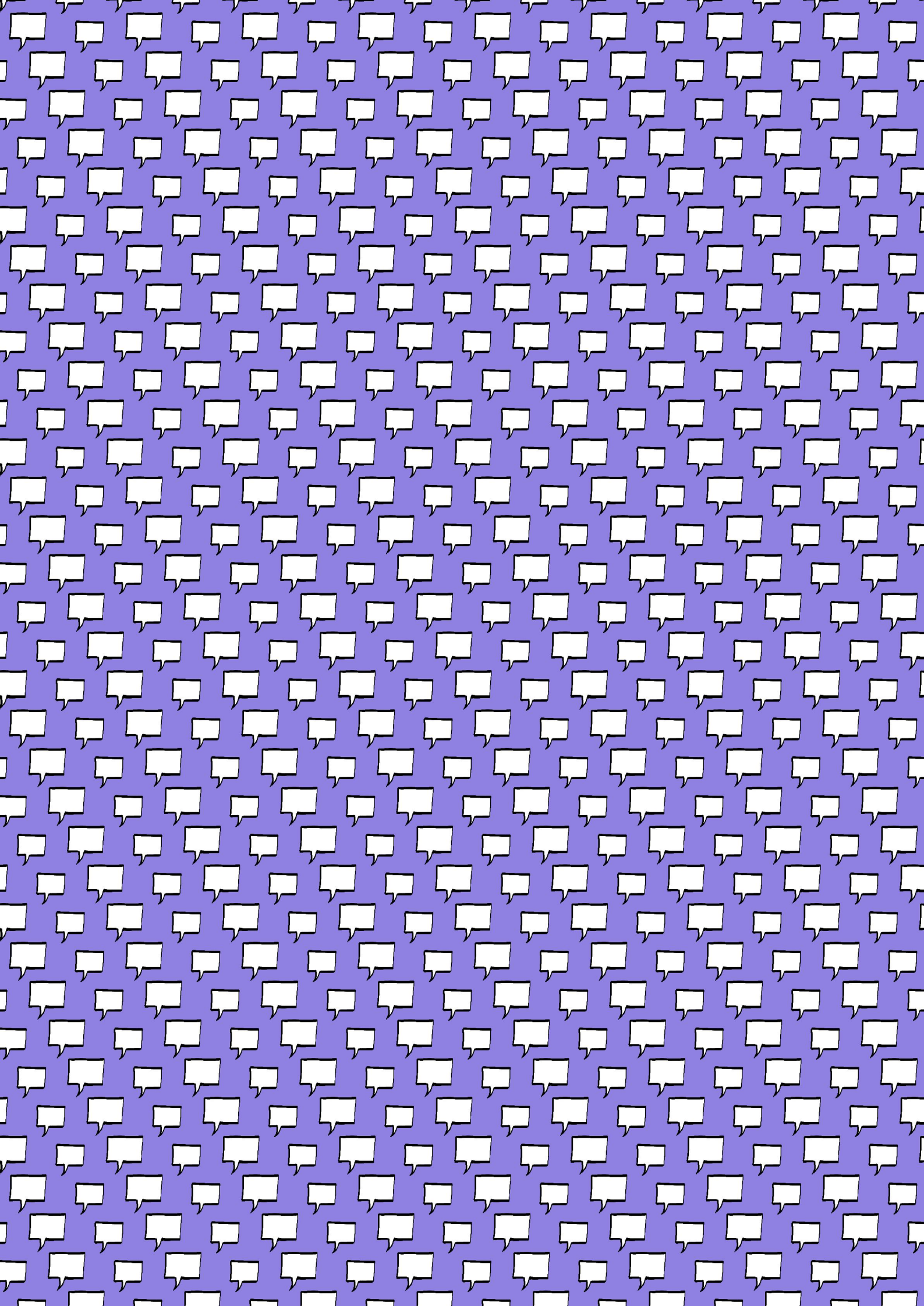
#### What is left unspoken?

- 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



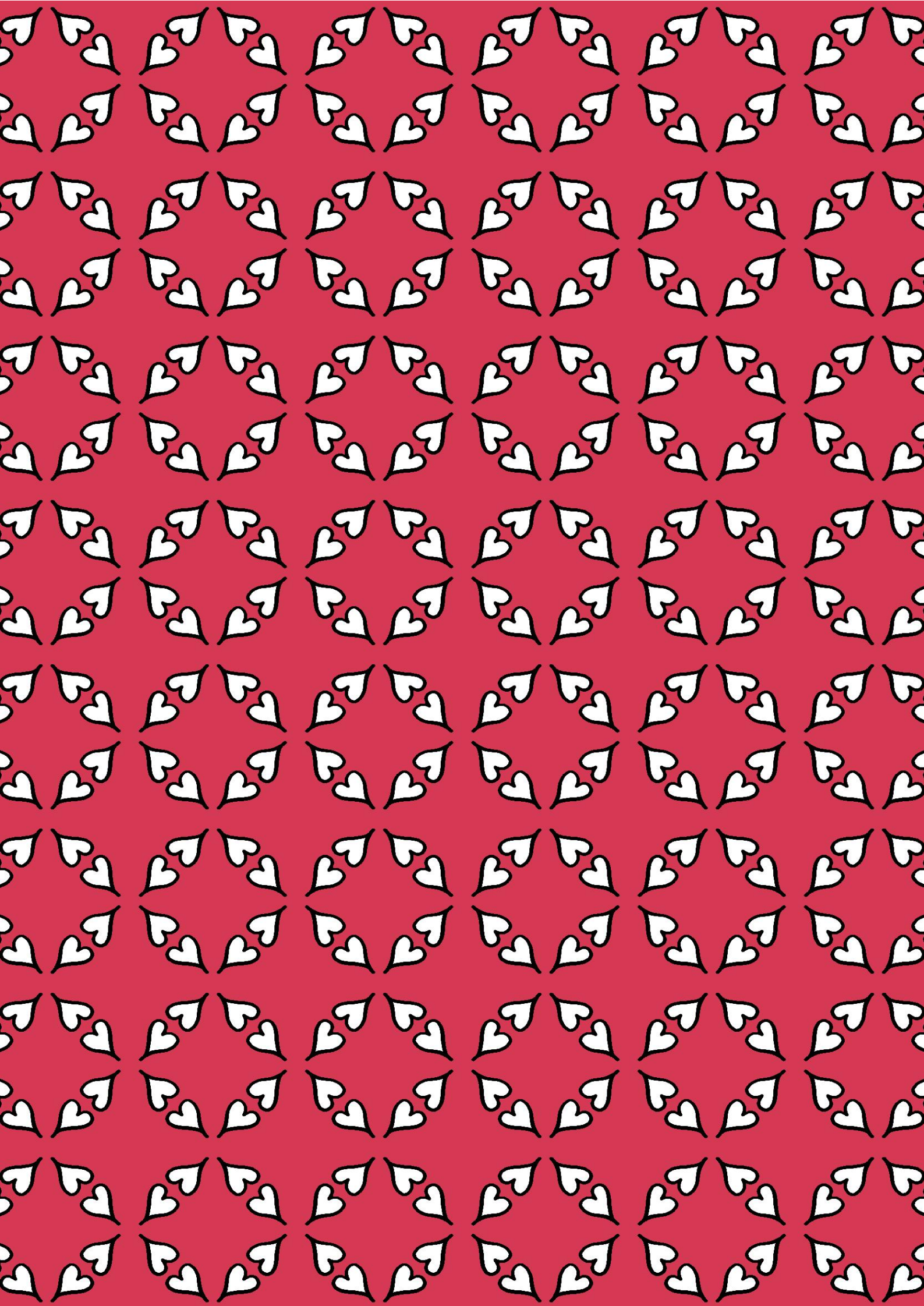
EMOTIONS

## 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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