

ELAG Debriefing Model

A fast and effective model for meaningful debriefing of non-formal activities



Tips for Successful Debriefing

- Create a safe, non-judgmental space.
- Use open-ended questions to encourage reflection.
- Be patient and give participants time to think and respond.
- Stay neutral and avoid directing the conversation too much.

EXPLORE

Encourage participants to share what they experienced during the activity.

Example questions: “What happened?”, “What did you notice?”

ANALISE

Support participants in understanding why things happened and the impact of their actions.

Example questions: “Why do you think this happened?”, “What factors influenced the outcome?”

IDENTIFY

Guide participants to recognize patterns, emotions, or key moments in their experience.

Example questions: “What did you feel during the activity?”, “Did you notice any challenges or successes?”

GENERALISE

We are launching a product with a marketing campaign and gathering initial feedback.

This model guides participants through reflection after an activity, focusing on different layers of understanding to promote deeper learning.

Reflective Loop Model

Step 1: Revisit

This is where participants revisit the activity they just completed.

Encourage participants to recount what they experienced during the activity.

Key Question

- "What did you see happening?"
- "How did the process unfold?"

Step 4. Relate

The final step focuses on relating the lessons from the activity to other contexts or future actions.

Help participants apply the learning to real-life situations or future projects.

Key Question

- "How can you use this experience in your daily life?"
- "What would you change next time?"

Facilitation Tips for the Reflective Loop

Be mindful of participants' emotional comfort levels, especially in the Recognize and Reflect phases.

Allow participants the space to pause and think before answering.

Keep the questions open-ended and avoid pushing for "right" answers.

Ensure that the Relate phase connects the insights gained to actionable takeaways.

Step 2: Recognize

In this phase, participants start recognizing important moments, emotions, or elements that stood out to them.

Guide participants to identify feelings, behaviors, or key observations.

Key Question

- "What stood out to you?"
- "How did you feel at specific points?"

Step 3: Reflect

Here, participants delve deeper into why certain things happened, analyzing causes, choices, and consequences.

Facilitate an exploration of the reasons behind the events or emotions identified.

Key Question

- "Why do you think this outcome occurred?"
- "What influenced your actions?"

