

# Team Debriefs

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Nick Eubank

# Psychological Safety

|                           | Low Standards       | High Standards                              |
|---------------------------|---------------------|---|
| High Psychological Safety | <i>Comfort Zone</i> | <i>Learning &amp; High Performance Zone</i> |
| Low Psychological Safety  | <i>Apathy Zone</i>  | <i>Anxiety Zone</i>                         |

# Debrief/After Action Report

- Constructive effort to learn and iterate
- Critical that lessons can be quickly put into action
  - Thursday, we'll meet in our new teams and write Team Charters!

# Today

1. Identify things you think went *well* with your team.
2. Discuss **why** you think they went well?
3. Identify things you think could have gone better.
4. Discuss **how** you think you could avoid similar problems in the future?

# Today

As you discuss:

- Start by going around the group and letting each person speak, uninterrupted, for around a minute. Then after everyone has had an opportunity to speak, start processing the issues brought up.
- Focus on solutions ( “How can we work toward making sure this goes more smoothly next time?”, “What can we do together to make a game plan for next time?” )
- Be honest and if you have concerns, speak up. At the same time, however, remember to speak to *your* experiences and remember to be **generous and cautious** in how you interpret the actions of others.