

Team Debriefs

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Psychological Safety

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

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Where do you think your team was?

Why do you think it ended up there?

What could you have done to move the team towards the top right?

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. Only after everyone has had an opportunity to speak should you 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.
 - Remember the Fundamental Attribution Error and Naive Realism.
 - Remember also we’re all trying to help one another.