

TOOL 12 - DEBRIEF

Module: ALL Worksheet

Objectives:

Debriefing is more than just a summary done after an exercise. It is a deliberate, structured process where questions guide participants to reflect on their experiences and gain deeper insight.

Rather than focusing only on one isolated event, the goal is to relate that experience to their broader life context

The debrief process helps participants recognize how their responses in one situation might reflect patterns that show up elsewhere

Materials required:

Books and pencils.

Step by step facilitation instructions:

Inform them that you will now do a debrief of their experience of an exercise.

Inform them about the purpose of doing a debrief.

Make sure that everyone is involved and that your questions are varied.

Ask both open and closed questions. Make sure your questions are based on their experience from the exercise and be curious about connections.

How their experience is connected to a previous exercise, their job match, to their everyday life and to a broader life context.

Examples of open questions:

«What was it like to share your dreams out loud with other people?»

«What are you learning about yourself and your own dreams?»

«How is your common denominator connected to your job- match?»

«How can you use this insight in your everyday life?»

«How will you make sure to keep your dreams alive, what are examples of concrete activities?»

Examples of closed questions:

«Was it useful to share your dreams?»

«Did you discover something new by finding a common denominator/value in your top three dreams?»

After asking a closed question, you may follow up with a new question, open or closed.

For example – «Was it useful to share your dreams?» - If yes – «What was useful about it?» If No – «What would have been useful for you?»

Let the participants choose the most effective means of communication.

Expected duration

15 minutes

Expected outcomes

Fostering transferability, the ability to take insights from one context and apply them to other areas of life.

Developing awareness and tools that can lead to change beyond the session.

Deepening the learning. When one participant is asked questions, the rest of the group will internally reflect on the same. This creates both a deeper

understanding, and an understanding of different perspectives and perception of the same task.
Strengthening their ability to express themselves about their own experience, thoughts and what's important to them.

Autism-specific adaptations

Structured instructions and predictable flow - Flexible timing and reduced cognitive load. Environmental adjustments to minimise sensory stress.

CHECKLIST

- I understand the purpose of debriefing
- I make sure everyone gets involved or are offered debriefing questions after each session: