

The Horseshoe Debrief- Diamonds, Hearts, Spades, Clubs

An 'active' debrief strategy where your question generates movement to show a view before we try to talk about the position.

Get your group to stand in a semi-circle or horse shoe shape.



“What I would like you to do is move to a position that reflects your honest opinion about how effective you thought communication was during the activity. One your left is excellent, on your right is poor and anywhere in between is a rank”

Groups will tend to clump together which is a good thing. These are their like-minded friends, people who agree with them.

“The people near you agree with you, can you have a chat with them and find some reasons for being where you are”

Give them some time to compare and then ask each group to share the reasons they have for the position they have taken.



“What would you like to see different that might move the people on the right to the left?”

Ideas for future growth and a talking point for the next activity



Handy Hint: if they end up clumped in a narrow spread, expand the scale. *“On your left is 5/10, in the middle is 3/10, would that change where you are standing?”*

Focus on strengths and what we need to do different to grow or move ahead.