

“Fundamentally a debrief is about learning, not blaming. To learn, we need to understand the stories which were relevant and important to those involved.”

Gareth Lock, The Human Diver

Questions to uncover and optimize why it made sense to them do what they did:

- Goals, Goal Prioritization, Predictions
 - What were your goals?
 - How did you prioritize those goals?
 - What were the reasons you chose to prioritize them in that order?
 - What predictions did you make regarding behaviors or outcomes?
- Attention
 - Where was your attention?
 - What were you focusing on?
 - Was there a time when your attention was captured?
 - Did you ever catch yourself focusing on something that was no longer important?
- Sense Making
 - What were the cues (things they see, smell, hear) you picked up on?
 - What did that mean to you?
 - How did you evaluate it? Did you think it was a threat?
 - What meaning did it have for you?
 - At this point what did you think would happen?
- Decision Making
 - Tell me about the decision(s) you made?
 - What led you to make the decision(s) you did?
 - What other options, if any, did you consider?
 - What led you to choose this option?
 - How did you imagine the situation may change as a result of that decision?
 - Now looking back on it, are there any other options that may have been more optimal?
 - If so, what is allowing you to identify them or to understand them better now in hindsight?
- Work Arounds / Error Detection / Problem Solving
 - Where did you have to improvise, adapt, or overcome?
 - When did you realize something wasn't working?
 - What told you it was time to adjust?
 - How would you detect that earlier next time?
 - What would you teach another officer from this?
 - If this looked different next time, what would still apply?

Ask yourself,

“Am I revealing their thinking, or trying to replace it with mine?”

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