

## Why this tool?

The *Preferred Path* Debrief Tool facilitates transformation in Christian communities through dialogue that captures “lessons learned” at key points in church and family life.

## When might we use it?

- Mid-way in activity (new mission, family move).
- Completion of any project (team, partners).
- Performance review (annual, mid-year).
- After critical incident (pastor resigns, parent/teen conflict).
- Marital health check (perhaps with assistance of pastor or counselor).
- In the moment (after “big win”, or negative workplace event).

## Benefits?

- Nip problems in the bud.
- Build on strengths and successes.
- Grow by making adjustments.
- Prevent expensive disputes.
- Demonstrate respect and Christian love.

## Details?

For the more detailed version of this tool, visit: [www.preferredpathconflictresolution.com/toolkit](http://www.preferredpathconflictresolution.com/toolkit)



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*The Preferred Path®*  
*Debrief Tool*



**Growing Through  
Guided Conversation**

[www.preferredpathconflictresolution.com](http://www.preferredpathconflictresolution.com)

# The *Preferred Path* Debrief Tool

## Short Form

### Plan

1. Pray for each other.
2. Ask, "What prompts this debrief?" (e.g., from list on back panel)
3. "Who will attend?"
4. "What physical arrangements do we need?"
  - a. Time and place for private conversation.
  - b. Supplies: note paper/flip charts; refreshments.
5. "Do we want to use a facilitator?"
  - a. No: informal conversation, where parties believe they can share thoughts and feelings.
  - b. Yes: difficult topic, many parties.
6. "Who will cover key roles?"
  - a. Note taker.
  - b. Timekeeper.
  - c. Facilitator.
7. "Who do I call first?"
  - a. Decision maker responsible for project or relationship.
  - b. Facilitator (e.g., team member, or from *Preferred Path* Help Line).

### Guide the Discussion

1. Open with prayer.
2. Introduce the topic and ground rules.
  - a. State topic (e.g., *what can we learn from \_\_\_\_\_ [recent event]?*).
  - b. State ground rules, which might include:
    - i. Hear from each who wishes to speak.
    - ii. Honor individual views, avoid "group think".
    - iii. Respect time allotted for each of five questions (timekeeper).
    - iv. Share results with decision makers at end, without names (note taker).
3. Address Five Questions [about the topic].
  - a. Ask, "What was expected to happen?"
  - b. Ask, "What actually occurred?"
  - c. Ask, "What went well and why?" (Successes)
  - d. Ask, "What did not go well?" (Concerns)
  - e. Ask, "What can we improve, and how?"

### Share Results

1. From note taker, summarize themes under each question.
2. For improvements, consider "who will do what, by when".
3. If needed, link to professionals to implement some suggestions (e.g., skills training, interpersonal peacemaking, counseling).
4. To boost morale and confidence, agree on plan for follow up.
5. Conclude by inviting participants to express appreciations/personal lessons learned.
6. Close with prayer and adjourn.

#### Tip for Facilitators:

Prior to debrief, consider short, confidential phone conversations with leader of group and key parties to answer questions about process

#### Tip for Facilitators:

Use active listening to summarize behavior, perceptions, solutions for all to hear.

#### Tip for Facilitators:

Emphasize the idea of building on strengths and correcting for weaknesses in making plans to improve in the future.

Need help? We can link you to a trained volunteer Facilitator, or help engage a professional Mediator, to help parties deal with difficult topics. Call the *Preferred Path* Help Line at (512) 482-0356.