A format for debrief feedback

1. First, one team member provides *self-feedback* by discussing what they did that they believe *worked.*

2. Next, the same team member provides *self-feedback* about what they believe *they could have done better*.

3. Next, *others* provide feedback by describing their own experience of the event and, specifically, *what the team member did that worked.*

4. Finally, *others* provide feedback about the impact of the event on them and *what the team member could have done better.*

5. After the other team members have given the first team member this feedback, the next team member will start at the beginning and go through this process until everyone on the team has gone.