

ADULT LEARNING THEORY

A training session should always culminate with a debrief activity. Debriefs help adult learners crystalize what they learned in the training session, why it matters, and how they will use the knowledge moving forward.

STEP 4: PLAN A DEBRIEF

When preparing a debrief, first consider the questions you would like to design the activity around. There are three types of reflection questions you should consider:

WHAT: This type of question helps participants reflect about what they learned during the training session

- What was your biggest “aha” moment?
- What was your biggest takeaway?
- What did you learn today?

SO WHAT: This type of question asks participants to reflect about the importance of what they learned

- How is your takeaway relevant to your work?
- What challenged you the most?
- How is this important to our work?

NOW WHAT: This type of question asks participants to identify next steps in their learning, and make a plan to implement what they have learned

- How will you use what you learned in the future?
- How will this impact your view/work plan?
- What specific changes will you make based on what you learned?

STEP 4: PLAN A DEBRIEF ACTIVITY

DISCUSSION: The training facilitator leads an engaging conversation using the three types of debrief questions

REFLECT AND SHARE: Training participants reflect silently about their learning experience and then share with one another or as a group

WRITE AND EXCHANGE: The participants write what they learned on a piece of paper and exchange it with a near-by partner. The facilitator leads a pop-corn style discussion based on what learners wrote.

