

# Debriefing Cards

## Simple - Quick - Effective Debriefing

The enclosed Debriefing Cards allow your volunteer team to debrief their experiences.

This activity is designed to be used immediately after a volunteer experience, such as at a 'Welcome Home Dinner' or after a season of volunteering.

1. Place the cards on a table where they can be easily seen and picked up. There are 130 different cards in a set. You may need more than one set depending on your team's size.
2. Instruct your volunteers to pick up two or three words that express how they are feeling.
3. Gather together in small groups, or one large group, and begin to ask people what word they chose?
4. Once they say the word, follow up with, "Why did you pick that word? What's the story behind that word?"



This allows volunteers to grab a word or two without having to think too much. Some volunteers are overwhelmed or exhausted and they're not sure how they feel, but when they see a word on the card, they know instantly, "that's how I'm feeling right now."

Be ready to **take notes** and **follow up** on important issues. Someone may have picked the word "angry" because the schedule was a mess. You may need to debrief in more detail later about certain topics, but take notes immediately so your team knows it will be addressed later. Some volunteers may be so emotionally stirred that you need to arrange additional counseling or help, which will be done away from the group. Be sensitive to those deeply felt emotions.

Let them keep the cards, date them and later they can write a short story on the back of the card as to why that card was important to them at that moment. Many people will enjoy saving the cards over the years as one of their memories from camp. Save the unused cards for future use and add them to a new supply each year.

### Variations:

1. Once you get someone to say the word, all you have to do is follow up with "Why?" Pick a few people that you know aren't shy about talking.
2. You may ask for a first year volunteer to read their word.
3. You may ask for a volunteer by color of the card, "Who has a red card, someone with a red card tell us which one you picked and why?"



Help your team debrief through stories and circumstances.  
Simple – Quick – Effective!

