Guide for an Observer to Debrief an Immanuel Session

*As an observer you are in a privileged position to observe the skills of a peer and then facilitate learning from the session by means of an emotionally sensitive* ***structured debrief****. The role involves supporting the group (or pair) to enhance learning by leading them through a structured process.*

When the Facilitator(Coach) has finished her live Immanuel Session it is your turn to facilitate a structured debrief.

Steps:

1. Gently **make it clear** you will now take the role of facilitating a debrief of the preceding session. Participants actually feel safe if they sense you confidently leading the process: i.e. there is a structure to the process. Sometimes debriefers begin by getting participants to change positions or at least walk around for a few moments to help transition into this new activity. We are not doing a group ministry session, we are entering a simple structured learning process. Smile.
2. **Start the debrief by interviewing the Recipient**.

If the recipient is ready to talk about the session now, good questions are:

“How was that for you?” (notice open questions gives the Recipient more freedom to respond according to his or her agenda, not yours.)

“What was good about it?”

“Were there any parts that you found difficult?”

“What difference did interacting with Immanuel make?”

Remember, you are giving permission to share, so **it is your job to keep it a positive experience for all concerned.** If you are able to summarise what has been shared it generally goes well.

If the recipient is OK but doesn’t really want to move into a debriefing/ processing headspace that can be fine. You can let them chill for while. Giving people choice is healing in itself. A lot can be achieved even if the recipient does not take part. The recipient may want to listen to what people are saying then chip in at the end.

1. Move on to **debriefing** **the Facilitator (Coach)**. Help her to reflect on her experience and the feedback of the Recipient.

E.g. “How was that for you?”

“What were you happy about?”

“Did you find any part particularly difficult?”

“Would you have liked to do anything different?” etc

It makes sense that the Facilitator (Coach) and Recipient talk with each other as they process their experience so allow for this.

1. Invite **Other Observers** to share what they observed and direct any questions to either the **Recipient** or the **Coach.**
2. Finally, and normally with some summarising, you can give your own observations as well. By this time the Facilitator/Coach and Recipient and other Observers may have brought out most of the learning that happened through the session. If so, great, you did a good job.
3. **Close the session**: On rare occasions some conflict can emerge during the debrief. It is important to acknowledge this yet finish on a good note. If you can conclude by somehow celebrating the wins of the session - fantastic! Thank everyone for participation, etc.

**Summary of Debrief Process**

1. Acknowledge taking on the role of leading the Debrief
2. Debrief Care Recipient
3. Debrief the Coach/Facilitator
4. Debrief the other Observers
5. Summarise and then offer your own observations
6. Close the Debrief