Why debrief?
MARINES
NAVY
NAVY
NAVY

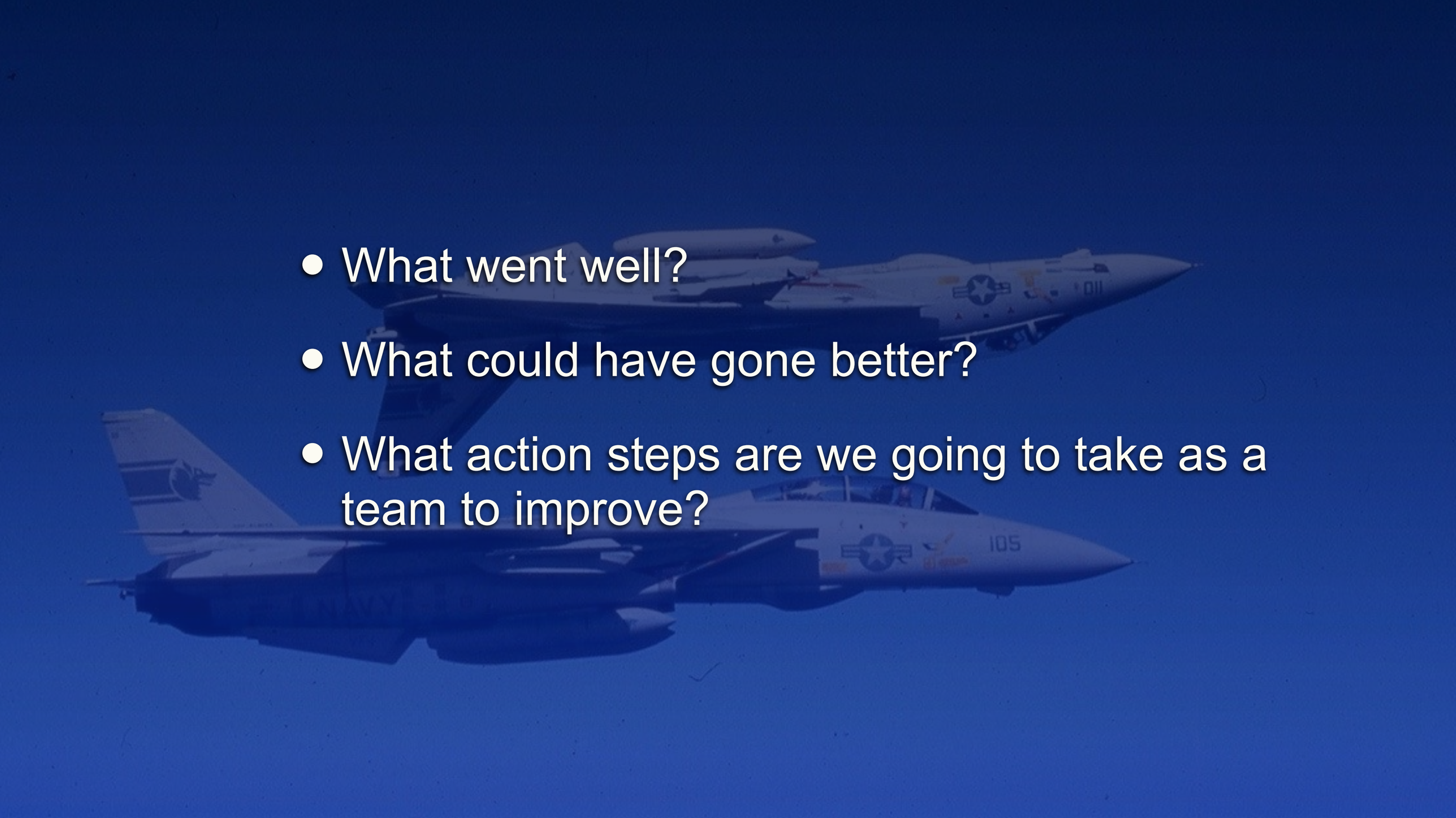
Debrief

- Increases confidence, learning, positive environment
- Forum for feedback, helps build trust, focus on positive, increases learning
- Debrief wins and losses - lessons learned, best practices
- Drives improvement faster/gives closure
- Acknowledgement of all team members, celebrating positive, builds confidence

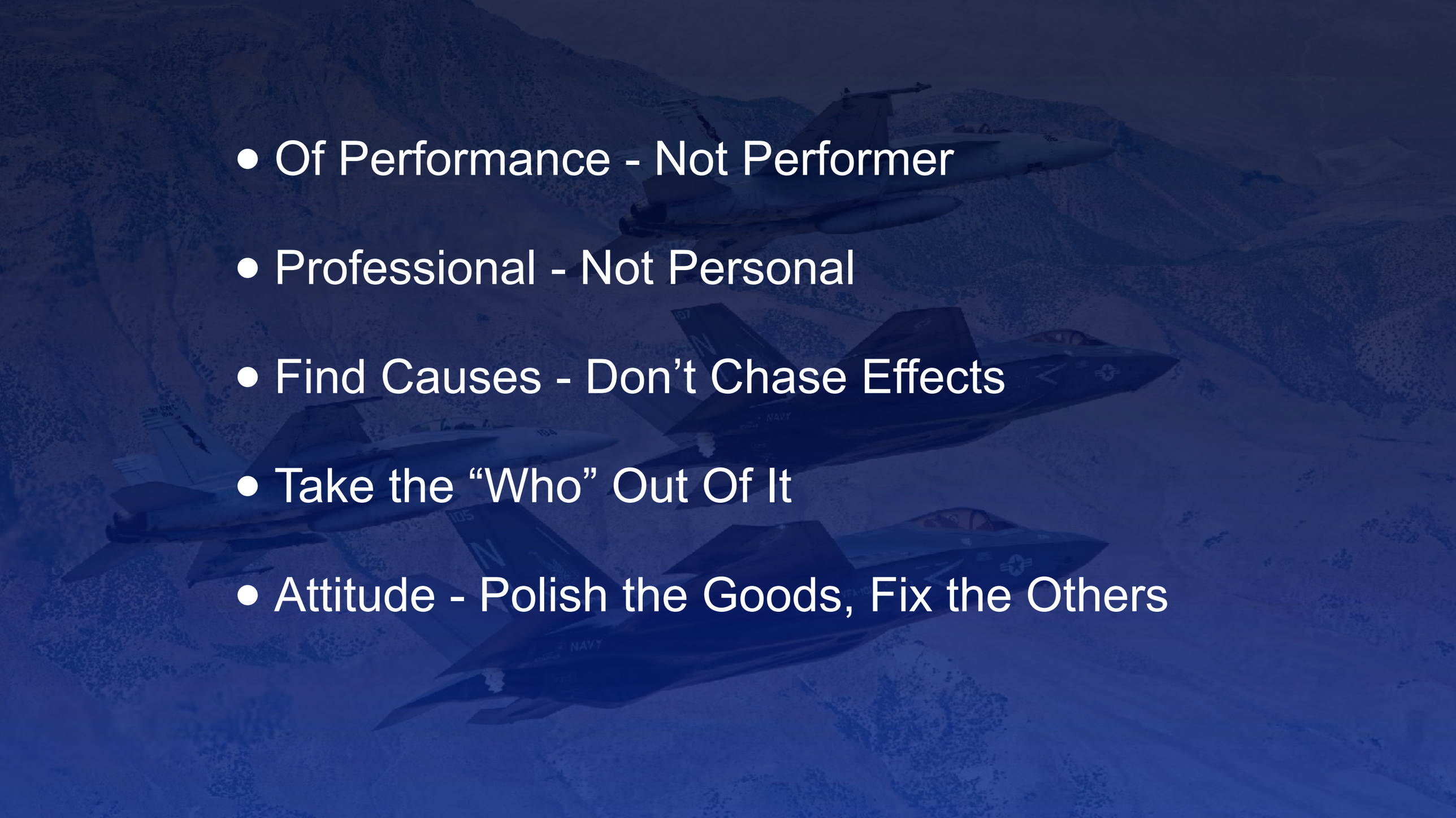
- Enables continuous improvement
- Reaffirms action items
- Positive accountability/ownership
- Relationship builder - changes mindset to positive
- Applications - from Formal reviews to Hallway debriefs

Debrief

How can a Debrief be used to increase performance, trigger continuous improvement and help sustain a positive high performance culture?



- What went well?
- What could have gone better?
- What action steps are we going to take as a team to improve?



- Of Performance - Not Performer
- Professional - Not Personal
- Find Causes - Don’t Chase Effects
- Take the “Who” Out Of It
- Attitude - Polish the Goods, Fix the Others

- Safe Environment
- Humility
- Transparency
- Honesty
- Positive Accountability

VFA-83
PATRIOT

LSO WILSON TIME 1100 DATE 6/9/80

	A/C NO.	GRADE	COMMENTS	WIRE	PILOT	LSO
1	71	OK	SLO90 (FAR)	4	CLARK	W
2	82	OK	(NEPIM-IC)	3	OSMOND	W
3	77	OK	(NEPAW) (HIC)	4	STUMPF	W
4			(1515)			
5	82	(OK)	LOX TMP BIC-AR BOW	3	SINCLAIR	W
6	71	OK	(ANU) (SLOAR)	5	SP	W
7	77	OK	(NEPIM) (NEPIC) (LIG)	3	MAHER	W
8	82	(OK)	LIG (SIC) FAR	4	SINCLAIR	W
9						
10			(8/4/80) (0720)			
11	77	OK	(FIM-IC)	3	SINCLAIR	M
12			(8/4/80) (1109)			
13	71	(OK)	LIG (SADIC) COTL	3	CO	M
14	72	OK	(LIG) (DLOOT)	4	BADDAMS	M
15	77	(OK)	LIG LURAW (SLOIC)	4	OSMOND	M
16						
17			10/4/80			
18	71	OK	(TWA) (LULOOT)	T/C	FRANCE	B
19	82	OK	(LIG)	T/C	MAHER	B
20	77	OK		T/C	SP	B

REMARKS

OK or _OK_ = Perfect pass

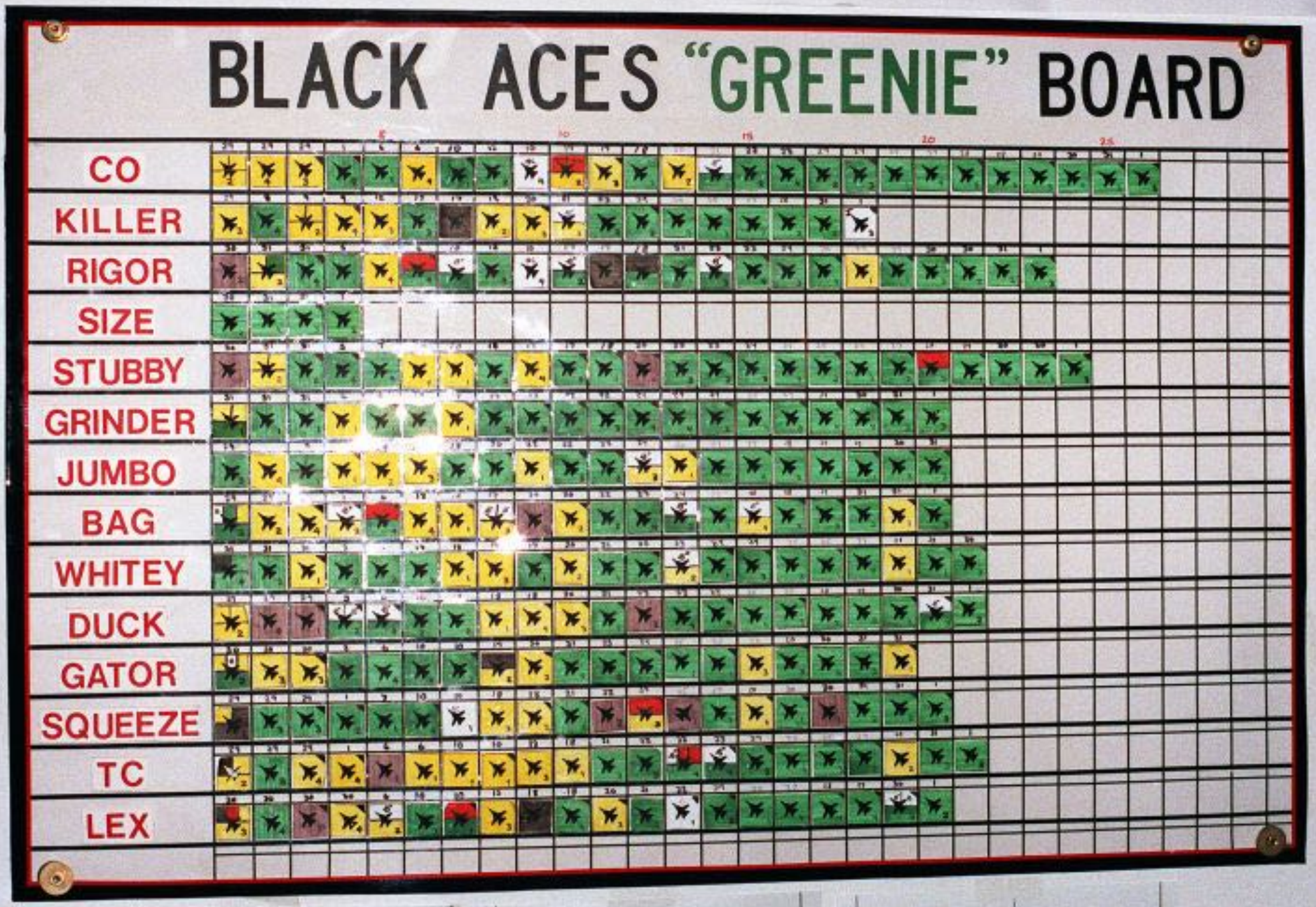
LSO BADDAMS TIME DATE 10/4/80

	A/C NO.	GRADE	COMMENTS	WIRE	PILOT	LSO
1	71	OK	(LIG) (ORIM) (NEPIC)	3	FRANCE	B
2	77	OK	(TMPIC) (LIG) √5	3	SP	B
3	82	OK	(LIG) (HIC)	4	MAHER	B
4	77	OK	(LIG) (DECAR)	3	SP	B
5			(1350)			
6	77	WOFD			CLARK	B
7	82	(OK)	LOX (HIM) BLIC SHT	T/C	STUMPF	B
8	71	WOT		T/C	OSMOND	B
9	77	OK	(LIG) (DECSIC)	T/C	CLARK	B
10	82	(OK)	TMP HIC	T/C	STUMPF	B
11	77	—	NEP DECSIC LOAR	T/C	[illegible]	B
12	77	OK	(HIC) (COAR)	T/C	CLARK	B
13	82	(OK)	HCOAW	T/C	STUMPF	B
14	71	OK	(SLOAW)	T/C	OSMOND	B
15	77	(OK)	TMP HCOIM-AR NDIC	T/C	CLARK	B
16	82	OK	(ORIM) (SLO HIC)	3	STUMPF	B
17	71	(OK)	NEP SLO SIC (BAR) √2	3	OSMOND	B
18	77	OK	(HSLOCOAR) √5	T/C	CLARK	B
19	77	OK	(SROIM) (DECAR)	5	CLARK	B
20						

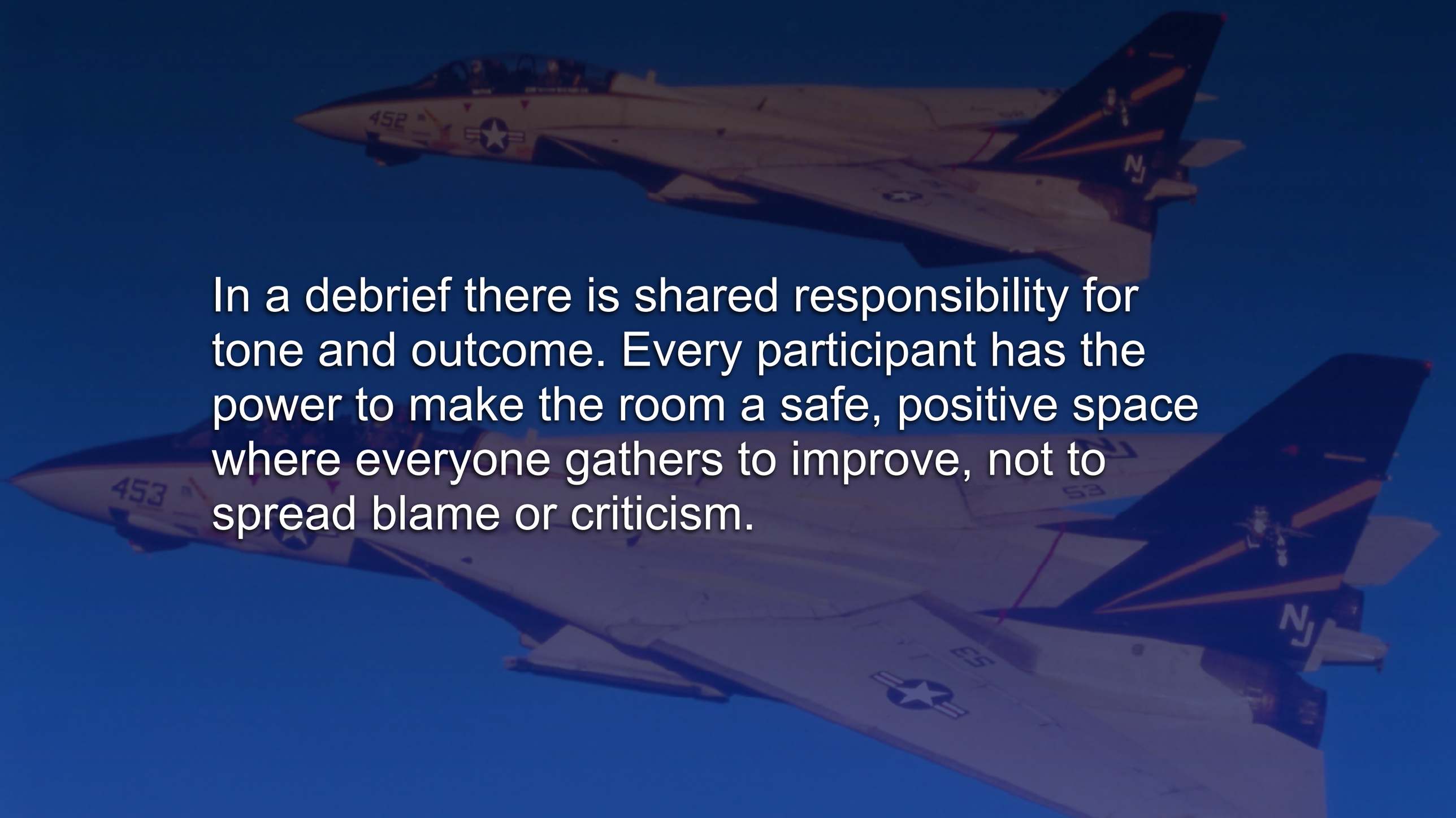
REMARKS

OK (underlined) with no other comment = PERFECTION

FIST

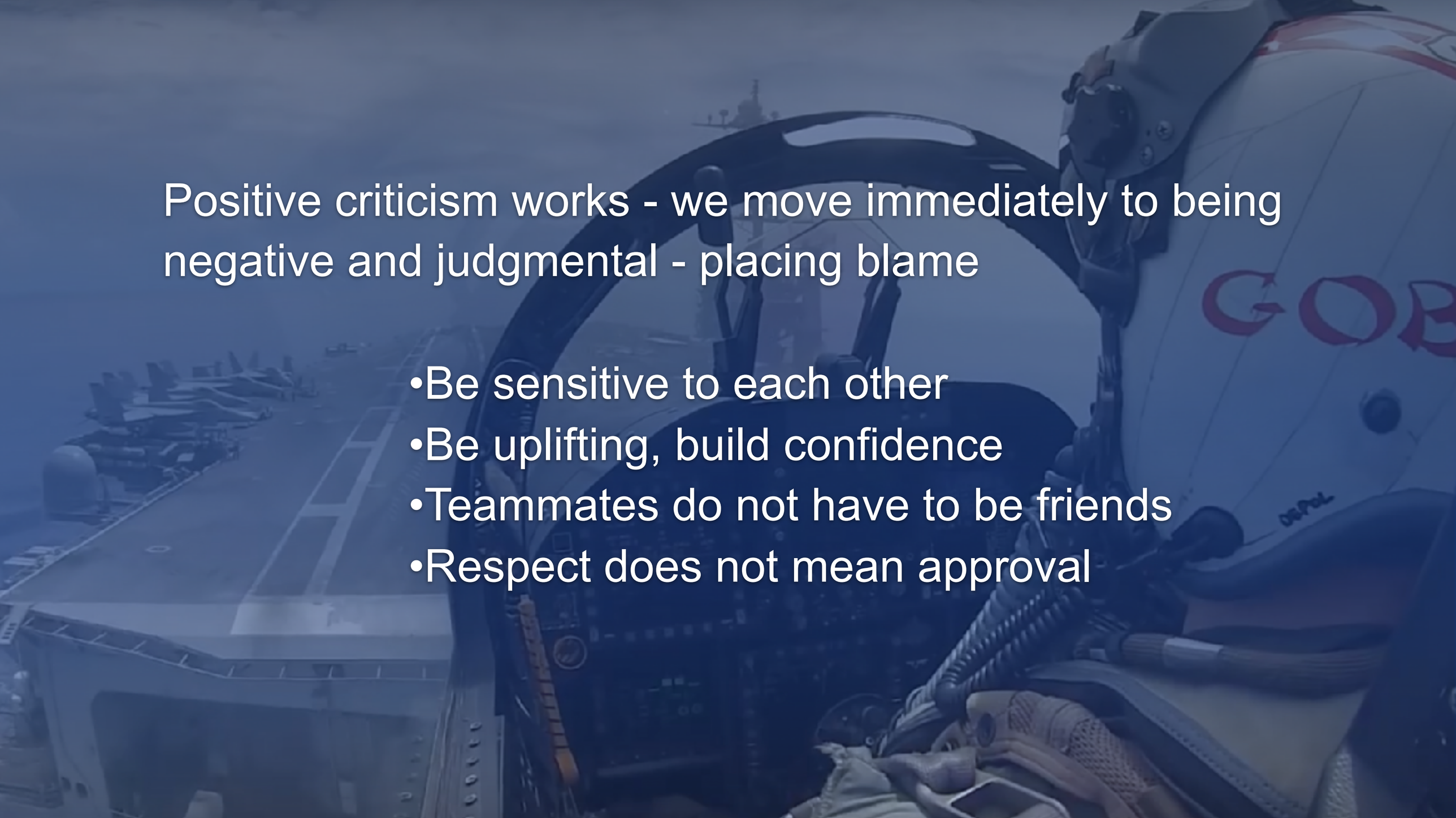

BLACK ACES "GREENIE" BOARD
CO
KILLER
RIGOR
SIZE
STUBBY
GRINDER
JUMBO
BAG
WHITEY
DUCK
GATOR
SQUEEZE
TC
LEX

Every member of the team - regardless of experience or position - is deeply valued and should have the respect of everyone participating.



In a debrief there is shared responsibility for tone and outcome. Every participant has the power to make the room a safe, positive space where everyone gathers to improve, not to spread blame or criticism.

Respect is key - As soon as disrespect is perceived,
the conversation becomes all about defending dignity



Positive criticism works - we move immediately to being negative and judgmental - placing blame

- Be sensitive to each other
- Be uplifting, build confidence
- Teammates do not have to be friends
- Respect does not mean approval

Debrief

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