

Module 11

Debrief + Evaluation Tools

<https://www.beautifultrouble.org/training/for-trainers>

snapshot

Debriefing and evaluation are a key step in training so trainers and participants can reflect, learn, share and consolidate their learning.

introduction

Debriefing and evaluation are a key step in training so trainers and participants can reflect, learn, share and consolidate their learning. For effective debrief activities, we encourage the use of Popular Education, a training pedagogy which centers participants' lived experiences and recognizes that everyone in the training room is both trainer and learner. As well, use of the [Experiential Learning Cycle](#) can help participants to deepen their embodied learning through four steps: Concrete Experience, Reflective Observation, Abstract Conceptualization/ Generalization, and Active Experimentation or Application. (Also known as the ERGA - Experience, Reflect, Generalize, Apply- Model.)

In addition to these debrief tools, an intentional evaluation process during the sessions can create an opportunity for the trainer(s) to harvest insights as learners themselves by subjecting the trainers and training tools to the reflection and insights of participants. The feedback that the trainer gets from the participants will help the training team improve the content, facilitation, and delivery of the training in the future.

NOTE: Consider the power dynamics of the participants gathered in the room, and think about offering ways to share input anonymously to increase honest and accurate reflection and evaluation. The "[Snowball Fight](#) " or "[Fears in a Hat](#)" tools of writing a note on a piece of paper and crumpling it up and either throwing it at each other (if culturally appropriate!) as an energetic way to mix up responses or placing in a container to be randomly opened are two ways to anonymise responses in person. Online, using an open document can offer the same anonymity for input.

key concepts

- **Debriefing:** A reflective process that takes place after a specific activity has taken place. Debriefing is done to assess and synthesize the learning from implementation. The process of reflection on knowledge, attitude, and skills used in an activity help participants develop awareness and insight as well as reflect on how they can use recent experience in future activities.
 - **Evaluation:** The process of obtaining information/feedback collected from the participants that assess the effectiveness and quality of the training. This also measures the change that happened in terms of the participants' knowledge, skills, and attitudes in relation to the training objectives.
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further information

- Check out the Global Platform's guide on [Experiential Learning Cycle](#), or 350's taking on [Trainings – The Experiential Learning Cycle](#)
 - To understand how [Popular Education](#) is being integrated in the Global Platforms' Pedagogy, read its [Facilitation for Political Change](#) toolkit.
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training activities list

Exercise	What it is	Time	Energy Level
Circle Group Assessment	Fun and meaningful way to get to know each other's experience and build vulnerability and trust in the group. Good for broad visual assessments of participants.	5-10 min	low to high
Spectrums	An activity that helps individuals reflect on their own positions as well as recognize the diversity within a group by literally putting their bodies on a line (as you might in a direct action.)	15-45 min	moderate to high
Gallery Walk	A Gallery Walk can be integrated into many different exercises as a way to help a group collect or share information, encourage group analysis, and engage the room.	15-60 min	moderate
Graphic Evaluation	Creative elicitive tools to provide direct feedback on training objectives, and support more insightful and useful processes and takeaways for participants and facilitators alike.	10-60 min	low to mid
Debrief	An engaging debrief creates opportunities for deeper understanding and lasting learning, improving comprehension, drawing out insights or lessons, and helping participants integrate what they've learned.	15-60 min	low to high
Evaluate an Action- Card Game	This Card Game based on the principles and theories in the BT Toolkit tool can be used to Test-flight an action that's still in the works, debrief after an action, or analyse an historic action.	10-30 min	low
Baraza	A <i>baraza</i> is a large community gathering to discuss important matters, share information, and hold leaders to account.	30-90 min	moderate to high

