



SUBRITUAL DEBRIEFING

KEYS TO EFFECTIVE SUBORDINATE RITUAL DEBRIEFING

- Refrain from dominating the discussion
- Show, through body language or words, interest and attention to what you're hearing
- Ask questions to find out more information about the discussion topics (when necessary)
- Use questions that guide the discussion
- Ask open-ended questions
- Read participants' body language and respond appropriately
- Avoid repeating topics that have already been discussed
- Ensure participants understand the questions asked
- Observe participants' reactions to the opinions expressed by others and respond appropriately
- Use simple language
- Get participants who seem shy or disinterested to contribute to the discussion. Also, limit the contribution of participants who tend to dominate the discussion.

THE ART OF DEBRIEFING

The Chaplain should use open-ended questions to coach participants into self and group realization through discussion. The debrief should be structured as follows:

What? - What happened? Dissect what happened throughout the activity, what was observed, what they were feeling, what symbols were present, etc.

So What? - Why are these things important? How do they tie back to the values of Pi Kappa Phi and The Five Pillars? What impact do they have on individual members? What impact do they have on the chapter? What impact do they have on the national fraternity?

Now What? - What do you do now? How can you apply these concepts, values, lessons, etc. outside of the sub-ritual? How do they apply to your fraternity experience? How do they apply to your college experience? How do they apply to the real world and life after college? What should they do with this lesson?