

TEACH OTHERS

Debrief Home Visits: Good Questions to Ask

Debriefs track the day-to-day activity of the campaign, but the best debriefs lead to problem solving, strategic decision making and better organizing! Make the debrief a learning opportunity for the whole team by asking questions and discussing failures as well as successes. Here are some ideas:



Q: What were the obstacles, and how did you overcome them?

Purpose: Help problem solve with the team and individual organizers, and identify areas for training for the team.

Q: What was this person's motivation?

Purpose: Get organizers to dig deeper in the one-on-one conversation.

Q: If assessment is still undecided, what do you think will move them? What's the follow-up plan?

Purpose: Understand how good the assessment is; limit people "writing off" people as undecided; assesses whether the organizer has a plan and can be a good discussion point.

Organize the Team!

It may take time to get people to be honest about mistakes or be open to feedback from others.

Get people to take the lead and model the approach.

Collective effort to analyze the work and be honest about results leads to winning campaigns!

Q: What question did you ask to get the person to tell you that story?

Purpose: Provides an opportunity to discuss the importance of understanding a person's story and to share ideas to help other team members.

Q: If she signed a card, what was she willing to do to help build the union? If nothing, then what did you ask her to do?

Purpose: Helps keep the campaign focused on people being involved and active in the campaign.

Q: What did you wish you had done?

Purpose: Promotes honesty and reflection.

Q: Who did he identify as a leader and why?

Purpose: Promotes asking for references in every conversation.

Q: What is the assignment and the follow-up plan?

Purpose: Make sure follow up is part of the conversation; it helps people plan out weekly work.

Q: What's the best house call you've done today? What's the worst?

Purpose: Can be motivational, analytical or used as an opportunity to define a good house call.

Q: In the one-on-one conversation, what was best and what was not so good?

Purpose: This allows for organizers to reflect on the conversation and make improvements based on their daily reflections.

More Follow-Up Questions

- Why do you think that?
- How might the conversation have ended differently?
- Do you think [name another organizer] would come to the same conclusion?