

Round-Robin Reflection

Information Processing: Organizing and Integrating

PROCESS

- At a stopping point or at the end of the meeting, the facilitator asks, “What were some of the decisions you made about when and how to participate, and what were some of the effects of those decisions on you and the group?”
- Members reflect privately.
- In round-robin fashion, each member shares one decision and the effects of the decision.

ALTERNATIVES

- During the round-robin the facilitator paraphrases and inquires, “Did your decision produce what you intended? How did the effects of your decision compare to what you intended? How might this be a pattern for you? What are some ways you can apply this learning to future meetings?”
- Pairs share instead of the full group.
- Journal writing only.

TIPS

- Be clear that the prompt refers to decisions about participation, not the meeting content.
- Members self-direct performance improvements through this process faster and more permanently than process observers reporting participant behaviors. Teams become more accomplished.

NOTES AND APPLICATIONS
