



Active Insight: Evidence in Action



Tip #1169: Creating Leadership Debrief Opportunities

Overview

A structured debrief after a leadership experience turns action into learning. When teachers build regular debrief opportunities into leadership programs, students develop the self-awareness and analytical skills that allow them to grow as leaders across different physical activity contexts. The debrief is where students move from doing to understanding, connecting what happened in a session to the decisions they made and the impact those decisions had on the group. This reflection is what makes the next leadership experience more intentional.

Key Teaching Ideas

Debriefs are guided conversations, not summaries of what happened. Teachers can use questioning techniques that prompt students to connect their actions to outcomes, such as asking what decision they made at a key moment and what they would change. Creating a safe environment for honest self-reflection and peer feedback builds the resilience and adaptability that strong leaders draw on when situations do not go to plan. Keeping debriefs short and focused ensures they remain a useful habit.

Practical Application

- **What? So What? Now What? Reflection Framework:** Guide students through three simple questions after a leadership activity: what happened, what they learned from it, and what they will do differently next time.
- **Peer Feedback Circles:** Organise students into small groups for structured peer feedback after an activity, with each leader receiving one specific positive observation and one actionable suggestion.
- **Video-Assisted Debrief:** Use a short recording of a leadership moment as the starting point for a group discussion, giving students an objective reference point for their analysis.
- **Leadership Scenario Role-Play:** Present a challenging hypothetical situation and ask students to role-play how they would respond, then debrief the decision-making process as a group.



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- **Reflective Journal Prompts:** Provide specific written prompts after each leadership experience, such as describing a moment when their leadership was effective and what made it work.

Next Steps

For resources on structured reflection and leadership debrief techniques, explore [Anywhere PD](#) or visit the [Active Education Australia website](#) for broader program support.

References and Research

Australian Curriculum: Health and Physical Education (v9) – Supports reflective learning and self-assessment as components of personal and social capability development.