



## Red Compass | "So That..."



- Debrief reflection (2 step process):
  - Step 1:
    - Ask the group to pair up in twos or threes
    - Have them read the opening prompt, and their last completed sentence to each other
    - Then ask them to identify any common themes, common values or similarities with each other
  - Step 2:
    - Have each person read their last completed sentence out loud
    - Record their statement verbatim on the flip chart
    - Ask :
      - *What observations do you have from the recorded statements?*
      - *Why is it important check in periodically with a "So That..." activity?*

### Celebrate their reflection and responses

Summarizing their observations, common themes, values and/or similarities is a great way to highlights their collective force towards the stated topic. Make it visual!

The image on the prior page is from a groups response to "*I choose to work for [organization name], so that...?*" It was created by compiling all the team's responses onto [www.wordle.net](http://www.wordle.net). The words that are repeated most often become larger font size.

### Keys to Success:

- Allow enough time for everyone to report out on the debrief (this is the variable that will determine length of activity)
- Everyone contributes
- Record responses with the entire group present.
- Provide safe environment
- Make it visual
- Utilize a Wordle of the event as a thank you card, graphic, poster or some other reminder to serve as a visual reminder of why we do what we do.