

How To Debrief The Samurai Game®

(and complete the TSG)



What follows is a proven method recommended for a 2 or 3 day program that ends on Sunday – when people return the morning after the Game having spent that night reflecting & meditating on their participation in the Game and all that led up to it in the workshop.

We recommend that you provide each participant with a Debrief handout, prior to the Debrief, so that they can familiarize themselves with the questions. The Debrief questions are included at the end of this document.

FIRST ACTIVITY – BODY MOVEMENT

Start your debrief session on time no matter how many people are present. Begin the day with body movement. You can use a modified version of George Leonard’s kata (see the video provided as part of your FTC program), including two-step individually, two-step in pairs, two-step in fours. We **STRONGLY RECOMMEND** that you spend 45 minutes doing body movement at the start of the day no matter what your exercises are.

Putting people “into their bodies” through movement exercises is a proven method to help maximize their engagement with their own experience and with each other during the debrief and for the rest of day. It helps to integrate mind and body, for a more present and relaxed interaction.

Then provide a complete overview to the participants about the remainder of the day - the debrief, any exercises you will do, any films you might show, etc., This way there are no surprises. Decades of experience show that people tend to participate better and deeper when they are informed and their curiosity is satisfied. Their trust level goes up and they feel safer.

SECOND ACTIVITY – DEBRIEF IN PAIRS

1. Have people stand in their armies and look across the room to select a sharing partner from the opposing team (army). This way they self select from the “other side” someone who engaged in a similar team (army) experience. You can point out that Daimyo may want to select each other ... same for Sentry ...and Ninja and Great Champion, etc., however this is NOT required and should not be forced.
2. Next have them move across the room to select their partner and then sit on floor with that person (or in chairs for those who want). Each person should have received a copy of the debrief (attached) either the prior day OR at the beginning of the seminar. With their partner, their assignment is to:
 - (a) Work/talk through all the questions in the order that they are written; and
 - (b) Go as deep as they want – or NOT. Again, participants make their own choice about how emotionally revealing and deep they will go – this creates an environment of dignity consistent with TSG... and it allows them to be as exhaustive as they wish to be in answering the questions.

Let the people know that they may not get through all of the questions. In fact, most people make it only about 1/2 way through. It is BETTER to take their time to reflect and discuss thoughtfully than to rush through or skim over the questions. We use soft instrumental background music during the Debrief process. (A suggested CD for this purpose is called "Quiet Mind".)

3. After 45 minutes, gently bring the sharing to stop.

OPTIONAL: If time permits, give people a 15 minute break. If there is not enough time, proceed to the Third Activity, below.

THIRD ACTIVITY – DEBRIEF IN ARMIES

1. Have the people assemble into their separate Armies sitting in a circle on the floor (chairs for those who need to) so that everyone in the Army can see and hear one another. Tell them that they will have about **45 minutes** total to ensure that each person gets the opportunity to share with their army. They will need to monitor their own time.
2. Encourage them to share what they became aware of during the experience of the Game (including the events leading up to the battles). This is where "Stories from the Samurai Game" happen, the fun and interesting experiences are shared here, AND there is opportunity for some people to go as deep as they want OR not regarding their lessons learned.
3. Ask them to start this process by having each person pick **the one question** from the debrief sheet that he or she most resonates with and why. Again – this entire process is accomplished without the facilitator engaging with the participants's responses, or asking them for clarifications, etc. Let them work with each other. IF POSSIBLE, provide them with "Guidelines to Dialogue" – which creates an atmosphere of honest inquiry rather than "debate" – an puts all perspectives in a respectful light.
4. After 25 minutes, check in with each group and let them know they have about 20 more minutes. When 45 minutes have passed check in with the group and ask if they need more time. If necessary you can allow this process to go another 15 minutes – covering a total time of 1 hour for sharing in the Armies.
5. Bring the Debrief to an end.

FOURTH ACTIVITY - END THE WORKSHOP OR MOVE TO MEAL BREAK

Now is the IDEAL TIME to take GROUP PHOTOS if you want.

If you have a longer program day, take a lunch break for up to 90 minutes maximum, and continue from "OPTIONAL FIFTH ACTIVITY (below).

If the program is ending here, continue immediately to the next section, "A SUGGESTED METHOD FOR THE ENDING."

A SUGGESTED METHOD FOR THE ENDING

1. To complete the day have them form a circle IN CHAIRS if a large group, or standing if a small group and then go around room one-by-one (preferably in order around the circle) and address:
 - (a) the one thing he/she is taking from this day,
 - (b) specifically why that is important to him/her, and
 - (c) what **specific practice** he/she will now engage in (or augment) in order to keep that alive and growing in his/her life.

Again, don't correct or "coach" anybody here—they can share whatever they wish to share. If it is a large group, however, you may need to remind them to keep their comments short so that everybody in the circle has time.

2. Pass out certificates, make any marketing or promotional comments needed and say "good bye" (handshakes/hugs/etc). NOTE: It can be a great idea to have the certificates passed out by the people who became Daimyo in the Game – no matter how many people finally became Daimyo. This keeps the "power" focused on the participants and NOT on the facilitator.

This two or three day format takes between 2.5 – 3.5 hours if you are not taking a meal break OR about 7 hours if you are taking a meal break. You can see with the list of questions on the debrief sheet that 1/2 hour for paired debrief is quick. BUT, you may want to cut out some of the questions.

IMPORTANT - The order in which the DEBRIEF QUESTIONS are arranged actually leads people deeper and deeper on their own and at their own speed. Our experience with thousands of people has shown that only rarely do people get "off purpose".

OPTIONAL FIFTH ACTIVITY

This is where you engage the group in additional activities such as a lecture or exercises ... and then move to complete the workshop.

Again, on your return from meal break – we recommend you integrate body movement into your final processes for the workshop. But it's your choice.

Some options for physical exercises to do upon return from meal break:

- Energy Arm, if it hasn't been done.
- "Simplified Randori" in groups of five – each person has stated a goal or practice that he or she will undertake and identify 4 obstacles or considerations or habits that will stand in the way, assigning an obstacle/habit/etc one each. It's a fun exercise. Participants employ blending, entry, etc.

Once your additional activities have concluded, complete the program by following the instruction in "A SUGGESTED METHOD FOR ENDING, above.

One-Day Format

Although two days is the preferred minimum for deliving The Samurai Game[®], some situations require a one-day format. When conducting a one-day program we recommend you give people time to silently journal for 30 minutes after you raise them from the floor and return to the present day. Ideally this time can be spent outside in nature, etc.

When they return from the break, have them return to the room for a 90 minute debrief – 45 minutes in pairs and 45 minutes in Army groups, using the items below from the 2 or 3 day debrief format. Then close the day with an overall sharing of what people will be taking away from the program that is valuable to them.

DEBRIEF QUESTIONS FOR THE SAMURAI GAME®

1. What did you become aware of regarding yourself as a leader, follower, team player, participant, observer?
 - Where might this be reflected in your professional and/or personal environment?
 - How might this awareness help you to develop constructive practices within your organizational and/or personal environment?

2. What did you notice about your and other people's responsiveness to:
 - New experiences
 - Taking risk
 - Adapting to unfamiliar roles
 - Challenging situations
 - Change or uncertainty, in general
 - a. Where might this be reflected in your professional and/or personal environment?
 - b. How might you use this awareness to have new conversations within your organizational and/or personal environment?

3. What learning (either new or refreshed) can you take from this experience that might enhance your personal capacity to function with greater ease and power in chaotic and pressured situations? Similarly, what insights from today might enhance the collective capacity of your team or organization to function with greater ease?

4. Where during this program did you find yourself and/or others holding back, giving little, underestimating yourself, your capacity, the team or the opponent? How might this reflect in your "real" life? What constructive practices might you develop as a result of this?

5. Where during the workshop during the program did you find yourself and/or others over-extending, trying too hard, overestimating self or the team or the opponent or one's capacity? How might this reflect in your "real" life? What constructive practice might you create as a result of this?

6. If you were to design one or more new practices that could, over time, improve your personal or team performance, what might those practices be? What would you have to change in your life to ensure that you (or your team) sustained these practices over time?