

# One-minute Workshops

## Facilitation Guide



Tool for  
**Intellectual Character**

### About this Guide

Engaging in critical reflections in groups allows team members to learn from each other's experiences to begin to prototype each other's ideas in new contexts, opening up the door for Principled Innovation. Use this brief and focused activity to debrief projects, courses, or other activities and develop the skills for critical reflection.

The Principled Innovation framework defines reflection in the following way:

*Reflection is making the time and space to process our thoughts, feelings, and experiences, in order to take meaningful action moving forward.*

“Debriefing” our experiences within our teams can be a catalyst for change. Understanding the factors – including both internal and external factors – got us to where we are is an important part of **systems thinking**. Understanding why these experiences are important to us and sharing those beliefs with others facilitates the sharing of **fundamental values** that can drive our team **decision-making** for future innovation.

### Making Connections

Principled Innovation asks us to work with others and recognize the limits of our own knowledge so that we can better understand and tackle the complex issues our communities face.

Connecting Character Assets:

[Reflection](#)  
[Collaboration](#)

 20 minutes

 Educator-prep  
Leader-prep

# One-minute Workshops

## Facilitation Guide

### Instructions

#### 1 Prepare Reflection

After a major project is complete, a unit has wrapped up in your team's classes, or a course has come to an end, come to your meeting (or class) with a one-minute (150 words) statement that answers these four questions:

- What went well?
- Why is it important that it went well?
- Who benefits from it going well?
- What's next?

#### 2 Continued Reflection

Each person should also come to the meeting prepared with a 150-word-or-less response to these four questions:

- What needs to be improved?
- Why is it important to make this improvement?
- Who would benefit from this improvement?
- What's next?

#### 3 Discuss

Team members will likely find commonalities between team member comments. At other times, one team member can learn from another's helpful ideas – and, in that case, begin to prototype those helpful ideas in new contexts, opening up the door for Principled Innovation.