

Fearless Report 2026 Debrief Guide

Collecting data is only the starting point. The real value comes when you bring people together to talk about what the results mean. These conversations reveal strengths and weaknesses, surface questions worth exploring, and spark ideas for experiments or strategy adjustments.

“Gather data, have a conversation”

Amy C. Edmondson

A SIMPLE DEBRIEF FRAMEWORK

1. Check-In (10 min)

- What are you expecting to see in the data?
- What are you hoping to learn more about?

2. Set the Stage - Discuss Your Goals (10 min)

- Are we here to listen and explore, or to solve problems?
- How will we know if this meeting is a success?

3. Recap the Survey Questions (15 min)

- Remind participants what the survey measured.
- Share how you interpreted the questions.

4. Explore the Data Together (70 min)

- Review selected charts and results.
- Use prompts: “What stands out?”, “Where are the gaps?”, “What questions does this raise?”
- Encourage turn-taking and ensure all voices are heard.

5. Conclude Toward Action (15 min)

- Summarize what was learned.
- Identify possible next steps or experiments.

NEED SUPPORT?

If you'd like support turning your results into action, our team offers expert facilitated debrief sessions tailored to your organization.

EU-APAC: [Book a consultation](#)
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