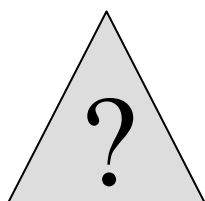


## Facilitation

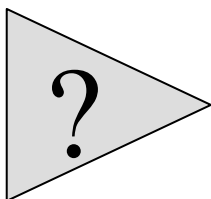
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### ▲ WHAT? SO WHAT? NOW WHAT?

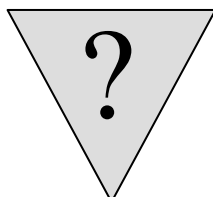
Another way to sequence facilitation questions that will help participants transfer their learning is to think about the words that mirror the start of different types of questions. Rather than remembering reflection, generalization, and application as the order of the experiential learning cycle, it may be easier to remember What? So What? and Now What?



1. **What?** “What” questions focus on events and experiences that happened in the past. These types of questions are intended to help participants review and remember what occurred. Examples of “What” questions include: What happened? What was your role? What did it feel like?



2. **So What?** “So what” questions focus on summing up and applying the learnings gained from earlier questions. These types of questions help participants understand why their experiences are important. Examples of “So what” questions include: So what did you learn from the experience? So what can we do with this information?



3. **Now What?** “Now what” questions focus on events and experiences that will happen in the future. The goal for these types of questions is to help participants commit to taking action that will lead to positive change. Examples of “Now what” questions include: Now what are we going to do with this learning? Now what are you going to do next time?

## Facilitation

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### ▲ FUNNELING

Yet another way to think about sequencing the questions in a debrief is to picture a funnel. To distill the learning which participants will transfer to a new setting, start first with questions that help group members review, recall, and remember what happened in the activity. Then move to questions that explore participants' affect (feelings) and effect (outcomes). Move next to questions that summarize the experience and questions that highlight possible application. Finally, end the debrief by getting a commitment from group members to follow through on their new learnings.

An easy way to “funnel” a group during a reflection exercise is to use one or two questions for each of the stages. Jacobson and Ruddy (2004) developed these questions to help guide new facilitators through the facilitation process. As an adventure program leader all you need to do is notice one specific dynamic that you can then use as the focus of the debrief. This approach to processing is quite useful because it provides structure and direction but still allows for a great deal of flexibility.

