



The After Action Review

After any new action step, it is important to have a process to debrief what happened and what this means for future action planning - ESPECIALLY if things did not go the way you had hoped. Without a formal debrief process it is very easy to fall prey to negative internal dialog such as “I will never be able to do this” or “I am such a failure” etc.

The After Action Review is a formal process originated by the US Military for use in debriefing battle experiences. It is simple, brief and powerful.

1) Gather everyone involved in the action or its planning.

The more people who were involved in planning or execution of this action you can involve in the After Action Review, the higher the quality of the learning.

2) Ask the following questions

- What was your intention going in ... your vision of the outcome we were looking to achieve?
- What did you do?
- What happened?
- What worked?
- What didn't?
- What did you learn? (write this down)
- What will you do differently now that you know this? (write this down)

For more resources to support your personal and professional transformation, contact me directly at dikedrummond@gmail.com and see the whole library of support materials at TheHappyMD.com



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