



## DAC Debrief

### Overview

This tool helps group members talk about how effectively the group is producing direction, alignment, and commitment. It also allows them to see differences in their individual evaluations of how well the group is doing and encourages them to relate their individual behaviors to the group's outcomes.

- **Direction** – Agreement on overall goals, aims, and mission.
- **Alignment** – Organization and coordination of knowledge and work.
- **Commitment** – Willingness to subsume individual interests for the benefit of the collective.

### When to Use

This tool is useful when a group wants to diagnose what's working and not working with respect to creating direction, alignment, and commitment and to provide a platform to discuss possible improvements to both individual and group behavior.

## Steps

1. Each participant fills out the form on the next page individually.
2. Each person shares their perspective.
3. Are there consistent patterns in the groups' responses? What differences are there in team members' perspectives?
4. Are there areas the team or individuals need to address? What actions will be taken to address them?

## Options

- Describe the current versus desired state of your team's performance. Above the line, write the rating for the current state. Below the line, write the rating for the desired state and describe what will be needed for the organization to reach this desired future state of DAC in the open ended questions.
- Have the team members post their ratings on a flipchart to capture the range of different perspectives.

## DAC Debrief Form

To what degree has the team generated DAC thus far? Use the following rating scale:

**Very little**   1   2   3   4   5   6   7   8   9   10   **A great deal**

Rating of Direction: \_\_\_\_\_ Rating of Alignment: \_\_\_\_\_ Rating of Commitment: \_\_\_\_\_

**After rating, please answer these four questions.**

1. What did I do to contribute to direction, alignment, or commitment (DAC)?

2. What did the team do collectively to contribute to DAC?

3. What can I do going forward to contribute to DAC?

4. What can the team do going forward to contribute to DAC?