

## Debrief questions (after each round)

### Supervisor

- What role were you in most?
- What role did you avoid?
- Where did you explicitly name evaluation?

### Supervisee

- When did you feel safest/least safe?
- What increased clarity?
- What felt like power in the room?

### Observer/Coach

- What behavior had the highest impact?
- Was feedback specific and actionable?
- What is one next step to practice?

**If there was tension: “What would a repair statement sound like?”**