

Team reflection meetings allow time and space for volunteers to grow together as a team, reflect on their experiences in the local culture, explore the barriers to affordable housing in the host country and learn about Habitat's response to housing needs in the region.

Use the recommendations from peer leaders below and the [Reflection Meetings Guide](#) as a starting point to planning your reflection meetings. This guide uses the ORID framework:

ORID (Observe – Reflect – Interpret – Decide) framework: The framework of questions used by Global Village team leaders aligns with the way we learn from and through experience, reflecting on and making personal observations grounded in our experiences and then culling out insights and lessons learned and finally making decisions to inform action. The very first set of recommended questions in the Reflection Meetings Guide are more observational in nature; later, the questions get deeper as you reflect on individual and shared observations, then interpret and decide.

Team Leader Community Ideas

Select a place and time that works for your team: Choose a time of day when people will be receptive to conversation and not too tired or distracted—at the start of the day or after dinner may work well. Dinnertime at local restaurants typically doesn't allow for the depth of conversation for the team to process the experience. Choose a place that's private enough to allow open sharing.

Consider whether to invite the host coordinator: If you decide your team would feel more comfortable sharing openly without the host coordinator present, in advance of your first meeting, discuss this with the host coordinator so that if they were expecting to join you, they may plan for a break from your team at that time.

Use journals to facilitate the reflections: There are various ways journals may be used. Ask volunteers to keep individual journals and share if they'd like to. You might consider a shared team journal where different team members can write their reflections each day and review them during the next reflection meeting. If considering journaling, keep in mind that some folks are more inclined toward this and others less comfortable doing so.

Focus on the positive: During the reflection meeting after the final build day, ask each team member to share their greatest memory of their week and one thing they have learned that they will take with them.

Strong decide reflection meeting: Use the last reflection meeting of your team's time in country to discuss how the team will continue to engage with each other and to support Habitat. Encourage team members to consider future builds, advocacy campaigns, and working with their local affiliate.

Facilitating large group reflections: If you had a team that's larger than normal, consider breaking into small group conversations and coming together with the larger team to recap. If the team is split between different build sites during the day, mix them into different groups up during reflection time to encourage diversity in discussions about the day's experiences.