

LEGO® SERIOUS PLAY® Reflection Questions

The 4th stage of the LEGO® SERIOUS PLAY® process is reflection. This note sets out guidance about how to use this stage effectively and offers questions you might ask when you facilitate.



The objective of reflection is to **make meaning** from the preceding build and share stages.

Good practice

1. Ask ONE question at a time
2. Form questions that are guided by the session objective
3. Ask questions that try to get underneath / illuminate insight

You might guide the group through the four stages of the ORID framework, by asking one of each of the following 4 kinds of question:

1. OBJECTIVE QUESTIONS

- What have we just seen? (in the presented models)
- What ideas/messages stand out?
- What really caught your attention? (from the presentation of the models)
- What are the facts (about the presented topic) we have just seen?
- What patterns/ themes are now visible to you?

2. REFLECTIVE QUESTIONS

- How do you feel about the presented facts/ models?
- What was exciting in what you just heard?
- What made you nervous or concerned about what you just heard?
- What was inspiring about what you just heard?
- What new possibilities might we now see?

3. INTERPRETIVE QUESTIONS

- What can we now see that we did not see before?
- What is being recommended (or implied) here?
- What appears to be the central issue/idea/problem being shown by this?
- What key insights are beginning to emerge here?

4. DECISIONAL QUESTIONS

- What decision is implied by this?
- What is the step you/we now need to take?
- What does this now mean?
- What have you just learned?

Get out of jail free question: If you are blank, you could ask the group: *“What is the reflection question we should now be asking?”*

Do Not: Ask multiple reflection questions simultaneously or mix up the SHARE stage with the REFLECT stage.