



Video Reviews - Facilitator Guide

Video Reviews are a facilitation technique designed to help teams think more deeply by reflecting on abstract, non-agile content. Rather than being taught a lesson, teams discover meaning for themselves and connect it back to their own context.

Invite your team to watch one or more short (TED.com or Youtube) videos and offer reflections and interpretations on them in the context of their team or role.

Use this technique when teams feel stuck, retrospectives lack depth, or you want insight and ownership rather than compliance.

Example Videos

Pick your own videos but if you're stuck here are a few:

- Dan Pink on Motivation
- How Schools Kill Creativity – Sir Ken Robinson
- John Cleese on Creativity
- Shawn Achor – The Happy Secret to Better Work
- Tim Harford- Trial, error and the God complex
- Why we do what we do - Tony Robbins
- Andrew Stanton - The Clues to a Great Story
- I, Pencil: The Movie
- Sheena Iyengar – The Art of Choosing
- Simon Sinek – How Great Leaders Inspire Action
- Geoff Watts - Balance your perfectionism to be creative
- Dan Ariely - Predictable Irrationality
- Tim Harford - The Unplayable Piano
- Angela Duckworth - Grit/ the power of passion and perseverance.
- Adam Grant - The surprising habits of original thinkers.
- Jia Jiang - What I learned from 100 days of rejection.
- Damian Hughes - The FIFO Effect In a Commitment Culture.

Facilitator Tips

Select a few and ask the group to pick the video that is most interesting to them with the following constraints:

- Nobody can be left to watch a video on their own.
- There must be more than one video watched
- There are no right answers — don't correct interpretations.

Help groups move past retelling the video.

Abstract content reduces defensiveness and deepens insight.

Anything can work: videos, poems, songs, adverts, short readings.

Debrief Structure

The groups are given a template structure for their debrief where they are asked to capture and feedback on three areas:

1. What?

A brief, bullet-point style capture of the main points in the video. What was the topic? What were the key messages? Perhaps some quotes. This is objective, fact-based.

2. So What?

How, in your experience, is this relevant to your team or your role? Draw parallels between the abstract nature of the video and the fact that we are analysing it in the your context.

3. Now What?

Is there anything that you are inspired to do as a result of watching this video? Would you like to investigate or research anything? Would you like to try something? Are there any specific actions you would like to take?



What happened?

So What? (What were the learning points?)

Now What? (How Could I Use It?)