

ORID

Source: Institute of Cultural Affairs, ToP

Overview

A robust and universal framework for thinking, leading discussions, preparing reports, debriefing, designing events etc based on the way the human brain processes information

Purpose

- Conversations
- Decision Making
- Sense making
- Communication

Time

Depends on the application, from a few minutes to hours. Usually allow 40 minutes if using as a discussion or debrief process.

Number of participants

Any number

Activity Flow

Objective	Reflective	Interpretive	Decisional
About what we see and hear	About emotions, feelings, reactions	About making sense, interpreting, meaning	About what happens next
Eyes and ears	Heart and gut	Head	Feet
What did we see? What words or phrases do we recall?	How did you react? What excited? What concerned you?	What new ideas or insights have come to mind? What did you learn?	What should we do now? What are you looking forward to?

Variations

- Can be done in a whole group, or in small group discussions
- Can incorporate different approaches at each stage, eg using pictures at the reflective stage, one-on-one then whole group or small group
- Can be used as a review process
 - Create a chart divided into the number of days you want to review (or months/quarters if it's a whole year)
 - Identify what we did each day (O)
 - Mark with smiley ☺ and sad ☹ faces to indicate what you enjoyed and what you didn't (R)
 - Identify when there were shifts in us as a group (I)
 - Name each of the phases of the training (I)
 - Give an overall name (title) to the shared experience (D)