



# HBDI debriefing stages

Welcoming (warming)

Purge (verify that the participant is here for the same reasons as yours)

Define an objective for the interview

Question your participant to obtain information (10 to 20 min)

Introduce the model and the profile (3 minutes 52s)

Draw the profile of .....

of .....

of .....

Have your participant draw his/her profile according to his/her guess

Hand over the profile

A) The overlay

overlay analysis

under stress profile analysis

B) Data summary sheet

Key descriptors

Work elements

Hobbies that enable to talk about the future (what can you do to develop your profile? What hobbies do you do?)

Conclusion/ commitment