



Elk Hunting Gaps Analysis Worksheet

Individual & Team Performance Review — Post-Season Debrief Tool

Use this worksheet at the end of each season to honestly evaluate your performance, preparation, and team execution. Each hunter completes the Individual Gaps section independently before the group meets for the Team review. The goal is not criticism — it is growth. The hunters who debrief well are the hunters who improve every year.

HUNT INFORMATION

Season / Year	_____	State(s) Hunted	_____
Date of Review	_____	Participants	_____

SECTION 1: INDIVIDUAL GAPS

Goal: Evaluate your personal performance, preparation, gear, mindset, and decision-making. Be honest. No one else sees this until you choose to share it.

Each person completes this section independently before the team discussion.

AREA	REFLECTION QUESTION / PROMPT	SELF-ASSESSMENT & NOTES	GAP	ACTION PLAN
Planning & Preparation	Did I scout thoroughly, prepare my gear, and set clear personal goals before the season? How many hours did I e-scout? Did I build a specific plan for each area?			
Gear & Equipment	Was my gear reliable, tested, and optimized for the terrain and conditions I faced? What failed or underperformed? What would I add, remove, or upgrade?			
E-Scouting & Mapping	Did I effectively use OnX, GoHunt, topo maps, or other tools to prepare? Did my on-ground experience match what I saw in the digital scout?			
Physical Readiness	Was my fitness sufficient for the terrain, elevation, and length of the hunt? Where did my body limit my hunting? What would better prep have changed?			
Mental Readiness	How well did I manage stress, frustration, slow days, and decision fatigue? Were there moments I let frustration affect the team or my judgment?			



AREA	REFLECTION QUESTION / PROMPT	SELF-ASSESSMENT & NOTES	GAP	ACTION PLAN
Tactical Execution	Did I make smart decisions in the field — calls, positioning, wind, stalks? Describe a moment you made a great call. Describe one you would do differently.			
Post-Hunt Analysis	Did I track results, notes, elk sign, and patterns for future hunts? Do I have written notes I can reference next year?			
Learning & Growth	What did I learn this season, and where is my single biggest area to improve? Name one skill to develop before next season.			

SECTION 2: TEAM GAPS

Goal: Evaluate how the group functioned together and identify areas to improve as a unit. Review this section together, with every member sharing their perspective openly.

AREA	REFLECTION QUESTION / PROMPT	TEAM ASSESSMENT & NOTES	GAP	ACTION PLAN
Planning & Strategy	Did we coordinate unit selection, scouting, and hunt plans effectively as a group? Was our pre-season communication clear? Did everyone know the plan?			
Communication	Were we clear, consistent, and calm in the field when it mattered most? Were there moments of confusion, mixed signals, or missed communication?			
Roles & Responsibilities	Did everyone understand their role — caller, shooter, packer, camp lead? Were roles defined before each setup or improvised in the moment?			
Adaptability	Did we adjust effectively to elk movement, weather, or unexpected challenges? Name a moment where we adapted well. Name one where we were slow to adjust.			
Coordination	Were we moving together efficiently without spooking elk or wasting time? Did we ever work against each other unintentionally?			



AREA	REFLECTION QUESTION / PROMPT	TEAM ASSESSMENT & NOTES	GAP	ACTION PLAN
Shared Learning	Did we debrief after hunts to capture lessons and update strategies in real time? Did insights from Day 2 change how we hunted Day 5?			
Conflict Management	Were disagreements handled respectfully, quickly, and constructively? Were there moments of tension that could have been handled better?			
Team Growth	Where can we most improve as a team for next season? What is the single biggest team gap from this season?			

SECTION 3: OVERALL REFLECTION & NEXT SEASON PLANNING

Complete this section together as a group. Prioritize the most impactful gaps and agree on actionable steps before you leave the debrief.

Biggest individual improvement opportunities

Each hunter names their #1 gap and #1 action step.

Biggest team improvement opportunities

What single change would most improve team effectiveness next season?

New gear, tools, or strategies to implement

What specific items, apps, or approaches are we committing to research or acquire?

Contingency plans & safety protocols to improve

Bear country plans, communication schedules, medical protocols, emergency contacts.

Commitment — what we are each doing before next season



Name one measurable commitment each hunter is making right now.

Tip: Keep this worksheet. Compare it side-by-side with next year's debrief to track genuine growth over time. The hunters who debrief honestly are the hunters who win.