Debrief

Debriefing tool

This tool was created for you to use during the scenario to take notes and help guide your debriefing session. This tool is based on the PEARLS Debriefing Framework.

GOAL of debriefing is uncovering the learner's frame where performance gaps exist and then help redefine the appropriate frame.
Quick pointers for debriefers:

- Maintain a safe environment and curious approach
- Maintain an engaging context for learning where everyone is participating and re-direct conversation when needed
- Speak as little as possible, allowing learners to arrive at their own thoughts and uncover their frameworks that led to performance gaps

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Introduction

"Welcome, we understand you are busy and want to respect your time. During the debriefing, we will focus on _____.*"*

Please note that we will continue to uphold the "Vegas rule", basic assumption, and safe environment protocols as we move into our debriefing session. This includes:
- *What happens in sim stays in sim*
- *We want you to feel secure in expressing your thoughts*
- *The basic assumption that "we believe that everyone participating in activities here is intelligent, capable, cares about doing their best and wants to improve". (4)*

We will use the discussion structure of "What went well? / What could be improved upon?" for our debriefing structure today.

Reactions Phase

Try: *"To start, I would like to begin by asking the group, how did that feel?"*

Or: *"I'd like to go around and have everyone tell me one word to describe how that simulation felt."*

Goal is to get emotions, not how the case went.

Description Phase

"To reflect and ensure we are all on the same page about the scenario, would someone mind sharing a brief synopsis of the scenario today?"
"Does anyone have anything to add to that synopsis?"

Analysis Phase

Simulation Objectives:

1. *Describe how microaggressions related to language can impact patient care.*
2. *Utilize one nonconfrontational technique to address this microaggression with the nurse during the busy rounding time.*
3. *Acknowledge nuances of busy environment while prioritizing culturally sensitive patient care.*
4. *Demonstrate one way (re)address the microaggression at the end of that shift with the nurse.*
5. *Practice interrupting microaggressions in the context of nurturing mutual respect and an ongoing relationship with nursing colleagues.*

"Next, what do you all think went well with (specific objective category)**?"**

"What could be improved for next time?"

Objective categories	Plus *"What went well?"*	Delta *"What could be improved upon?"*
Nonconfrontational technique		
Technique to (re)address at the end of the shift		

Analysis Phase

Other debrief topics:

- How does your relationship with the nursing team affect how you feel about addressing this?
- What are some techniques that can be used during busy times?
- How authentic did your chosen approach feel?
- How can you circle back and address this issue later (e.g. end of shift)
  - How does the busyness of the service contribute to your chosen approach?
- What are other possible approaches?
- Imagine this exchange had happened on rounds (other people in the room—an "audience" so to speak). How would that change your comfort with responding and/or approach to responding? (bring up tension between

Summary Phase

At the end of the session:

"In the essence of time, we need to move into our final phase of the debrief. Today we discussed _____ (summarize what has been discussed thus far in the debrief session)*.*

Say: *"We would like to close the session with asking each of you to share a take-away-point you will use in your future.*

Or: *"What strategies utilized our discussed here today, do you think will be helpful in your future?"*

References:

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