

# 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

## 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.***

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

## 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."*

## 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 (ADD LAST ONE LATER):

1. *Describe how microaggressions rooted in ableism can affect the care of complex care patients.*
2. *Describe how microaggressions related to race and stereotypes of family can impact the therapeutic relationship.*
3. *Demonstrate one strategy to address a microaggression with a peer, taking into account the nature of an ongoing professional relationship.*

Debrief topics (REFORMAT):

- What did you like? What might you change for next time?
- How did it feel to have a discussion that did not have a satisfying conclusion, or a "moment or enlightenment" from the microaggressor. Does this feel realistic? Why is it still important to interrupt the microaggression? (may want to highlight that when we interrupt a microaggression, we do not always get to 'see' the learning or reflection that happens. Sometimes the self-reflection comes later, or this serves as a tiny moment that may cumulatively change behaviors/attitudes over time. Some people may not reflect more later or change their attitudes, but that does not mean we shouldn't interrupt the behavior.
- What are other possible strategies?
- What assumptions were made by the consultant?
- Discuss trope of the "angry Black woman". Do residents have familiarity with this trope?
  - What about how it plays out in the clinical context?
  - "Angry Black woman" vs effective advocate for her child
  - How might this have played out differently if this were a White family?



## Analysis Phase

Phrases to ask another learner's input:

- ***"What do you think, (member's name)?"***
- ***"Does anyone else have comments about (topic being discussed)?"***

Phrases if you want to bring up something concerning:

- ***"Let's think back to the case. I notice that you \_\_\_\_\_. I am concerned because \_\_\_\_\_. Can you help me better understand your thought process?"***

## 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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