Debriefing
From Basic To Advanced

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Clinical Simulation Program
Transforming clinical education
Disclosures

Susan K. Olson has no financial relationships with entities producing healthcare and/or simulation-related goods and services.
Goals

Participants will learn:

- Layering debriefing techniques
- Debriefing is a continuum
- Video debriefing & digital checklist
Objectives

Participants will be able to:

- Articulate the purpose & value of debriefing
- List 3 techniques for every type of debriefing
- List 2 debriefing techniques that are beyond the “review-of-events”
What is Debriefing?

“Social practice’ during which people interact with each other…reflecting on the common experience they made during the scenario.”

(Medical Teacher, 2009)
Is Debriefing Necessary?

Kriz, *Simulation and Gaming*, 2010:
“…ineffective and even unethical” … to conduct a simulation without debriefing.

Savoldelli, et al, *Anesthesiology*, 2006:
“…exposure to a simulation crisis without debriefing seems to offer little benefit to learners.”

“Studies have indicated…in the absence of structured feedback, no learning of clinically relevant parameters occurs.”
Bring Meaning to Simulation

- Debriefing and reflection: the most critical elements of a simulation
- Safe and critically constructive feedback
- Recognize any potential bias
Preparation

- A “pre-brief” establishes standards
- Role expectations
- Prepare the simulation area
- Introduction to the setting and simulation equipment
- Set rules for debriefing prior to the simulation.
Layer Debriefing Techniques

- Start with the basics
- Add debriefing techniques
- Model behaviors that you desire in participants
- Added techniques bring depth of understanding
Debriefing Techniques

Basic to Advanced

- Safe Confidential
- Inclusive Language Avoid Blame
- Event Review
- Clarify Facts
- Recall What Happened
- Identify Impact
- Include All in Group Discussion
- Comparisons to Real Life
- Rapid-Fire Do-over
- Take-Home Messages
- Varied Perspective
- Oral vs. Written
- Peer Feedback
- Self-Reflection
- Part of Group Observes
- Experiential Learning
- Digital Checklist
- Personal Goals
- Video Capture of Scenario
- Systems Thinking
- Experiential Learning
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Debriefing Techniques

**Basic**

- Safe Confidential
- Inclusive Language Avoid Blame
- Event Review
- Identify Impact
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- Clarify Facts
- Recall What Happened
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- Take-Home Messages

**Other Techniques**

- Experiential Learning
- Systems Thinking
- Video Capture of Scenario
- Personal Goals
- Digital Checklist
- Comparisons to Real Life
- Part of Group Observes
- Experiential Learning
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- Personal Goals
- Digital Checklist
- Comparisons to Real Life
- Part of Group Observes
- Systematic Learning

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Domains of Learning

- **Cognitive Domain** – Knowledge
- **Kinetic Domain** – Skills & actions
- **Affective Domain** – How did you feel, group dynamics, how did learners interact?
Basic Debriefing Objectives

- Review simulation events
- Sort out and clarify thinking
- Release emotional tension
- Reinforce specific teaching points
- Correct misconceptions
Key Questions

- What happened in the simulation?
- How did you feel about that?
- How did the groups actions compare with the standard guidelines?
## Tone of Debriefing

<table>
<thead>
<tr>
<th>Positive</th>
<th>Pitfalls</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deliberately positive</td>
<td>Judgmental</td>
</tr>
<tr>
<td>Insures all have a voice</td>
<td>Instructor dominates</td>
</tr>
<tr>
<td>Inclusive language</td>
<td>Individual blaming</td>
</tr>
<tr>
<td>Open ended questions</td>
<td>Yes &amp; No questions</td>
</tr>
<tr>
<td>Skillful &amp; Sensitive</td>
<td>Control &amp; demanding</td>
</tr>
<tr>
<td>Engaged/interested</td>
<td>Appears bored</td>
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</tbody>
</table>
Debriefing Techniques

Intermediate

Safe Confidential
Inclusive Language Avoid Blame
Event Review
Clarify Facts
Recall What Happened
Identify Impact
Include All in Group Discussion
Rapid-Fire Do-over
Varied Perspective
Oral vs. Written
Take-Home Messages
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Oral vs. Written
Varied Perspective
Rapid-Fire Do-over
Include All in Group Discussion
Identify Impact
Safe Confidential
Event Review
Clarify Facts
Recall What Happened
Layer Debriefing Techniques

- Different techniques for specific groups
- Transition from personal to other cases
- Use open-ended questions
- Encourage peer feedback
- Draw out varied perspectives
Debriefing – Intermediate

- Guided reflection
- Tips & pearls
- New meaning
- Connections
- Decision making
- Trade-offs
- Discussion of problems
Coaching at Intermediate Level

- Facilitate critical reflection on practice
- Transfer responsibility for learning to the participants
- Help participants find their own meaning and relationships
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Advanced Debriefing

- Less guided
- Use of media/checklists/video
- Oral and written evaluation
- Part of group talks/part listens
- Use of varied perspectives (observers)
- Different groups reflect on different questions at same time, then share
- Panel
New Concepts in Reflection

- Pre-Brief material
- Simulation Event
  - Debriefing
  - Developing new concepts
  - Increase complexity
  - Simulation Experiment
  - w/ new knowledge & confidence

- Adv. Simulation & applying knowledge to other situations
  - Debriefing
  - Developing new concepts
Role Expands with Mastery

- Critical educator & co-researcher
- Role will transition depending on desired outcome
- Strive for deeper meanings
- Plan for a learning points in advance
Experiential Learning

- Set personal goals
- Systems that limit

- Make “system changes”
- Timeline for follow-up
Combination of Techniques

- Several techniques may be effective for experienced groups
- A co-inquiry approach
- Self-reflection and sensitive feedback to colleagues
Video Debriefing

- Factual document
- Annotate and timestamp video
- Saves time and keeps interest

- Exact spot can be accessed
- Digital check-lists give quantitative data
Digital Checklist

- Checklist or post-test
- Digital checklist can convert subjective data into a number or percentage.
- Trend analysis
- Comparative data
Systems or Global thinking

- To address operational problems and make appropriate changes
- Organizational triggers
- Recommend changes to the institution
- Personal goals towards maximum impact
- Organization Philosophy
Adv. Debriefing is Challenging

- Managing differing learning styles
- Finding a balance between sensitive correction, direction and redirection
- Start to develop learners that are proficient at corrective feedback to colleagues
- Encourage self-evaluative learning
Evaluation and Follow-up

- Obtain feedback from learners
- Obtain feedback from instructors
- Did the instructors questions help them to think critically?
- Do the learners feel more confident with …
- Follow-up time for revisit
  - personal goals
  - systems action
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Basic to Advanced
Summary

- Debriefing gives meaning to the simulation event
- Debriefing techniques are on a continuum and can be layered
- The difference between basic, intermediate and advanced debriefing is assessment and facilitation
- Evaluation of simulation and debriefing allows skill mastery
Questions?
Supplements

Set the rules with Debriefing

- Set ground rules:
  - Confidential, respectful
  - Close meeting after start of debrief
  - Vegas rules – what happens in debriefing, stays only in debriefing.
  - Defuse emotions
Elements of a Good Debrief

- Identify impact
- Recall what happened
- Clarify facts, concepts, principles
- Make comparisons to real life
- Identify ‘take-home’/future direction
- Judicious video playback
Supplements

Simulation Tips

- Inclusive language
- Situational vs. personal
- Non-blame based
- ‘Frozen Group Syndrome’
- Knowledge question openers

- How would this situation change if this patient were… (examples: pediatric, diabetic, obese, etc)?
- What did you need that you didn’t have?
- What would you have wished for?
References / Additional Readings

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