

Debriefing

From Basic To Advanced



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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.”

Heukelom, et al, *Simulation in Healthcare, 2010*:

“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

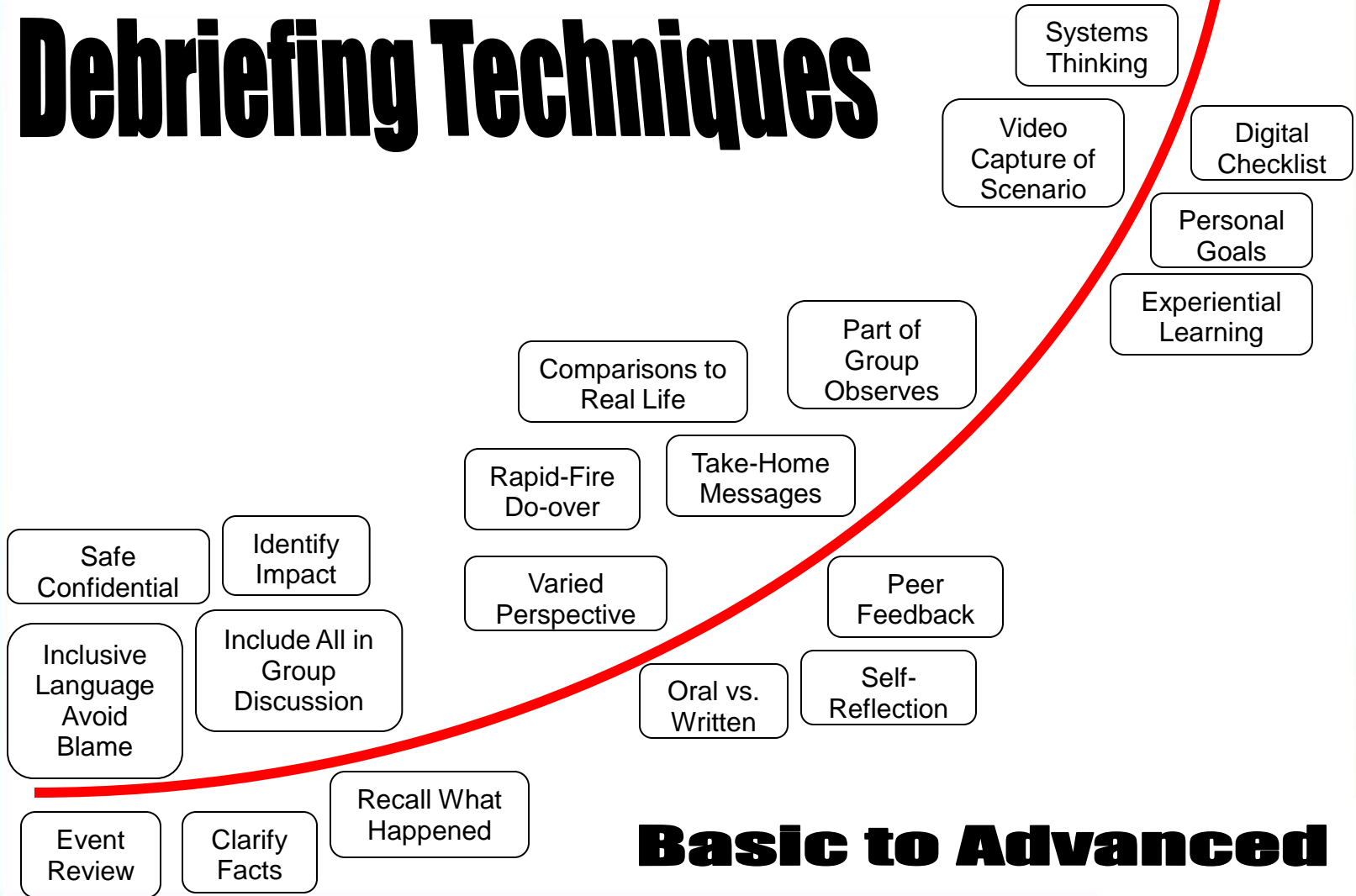
- A “pre-brief” establishes standards
- Role expectations
- Prepare the simulation area
- Introduction to the setting and simulation equipment
- Set rules for debriefing prior to the simulation.



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

Debriefing Techniques

Basic

- Safe Confidential
- Identify Impact
- Inclusive Language Avoid Blame
- Include All in Group Discussion
- Event Review
- Clarify Facts
- Recall What Happened

Rapid-Fire Do-over

Varied Perspective

Oral vs. Written

Take-Home Messages

Peer Feedback

Self-Reflection

Part of Group Observes

Comparisons to Real Life

Video Capture of Scenario

Systems Thinking

Experiential Learning

Personal Goals

Digital Checklist



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

Positive

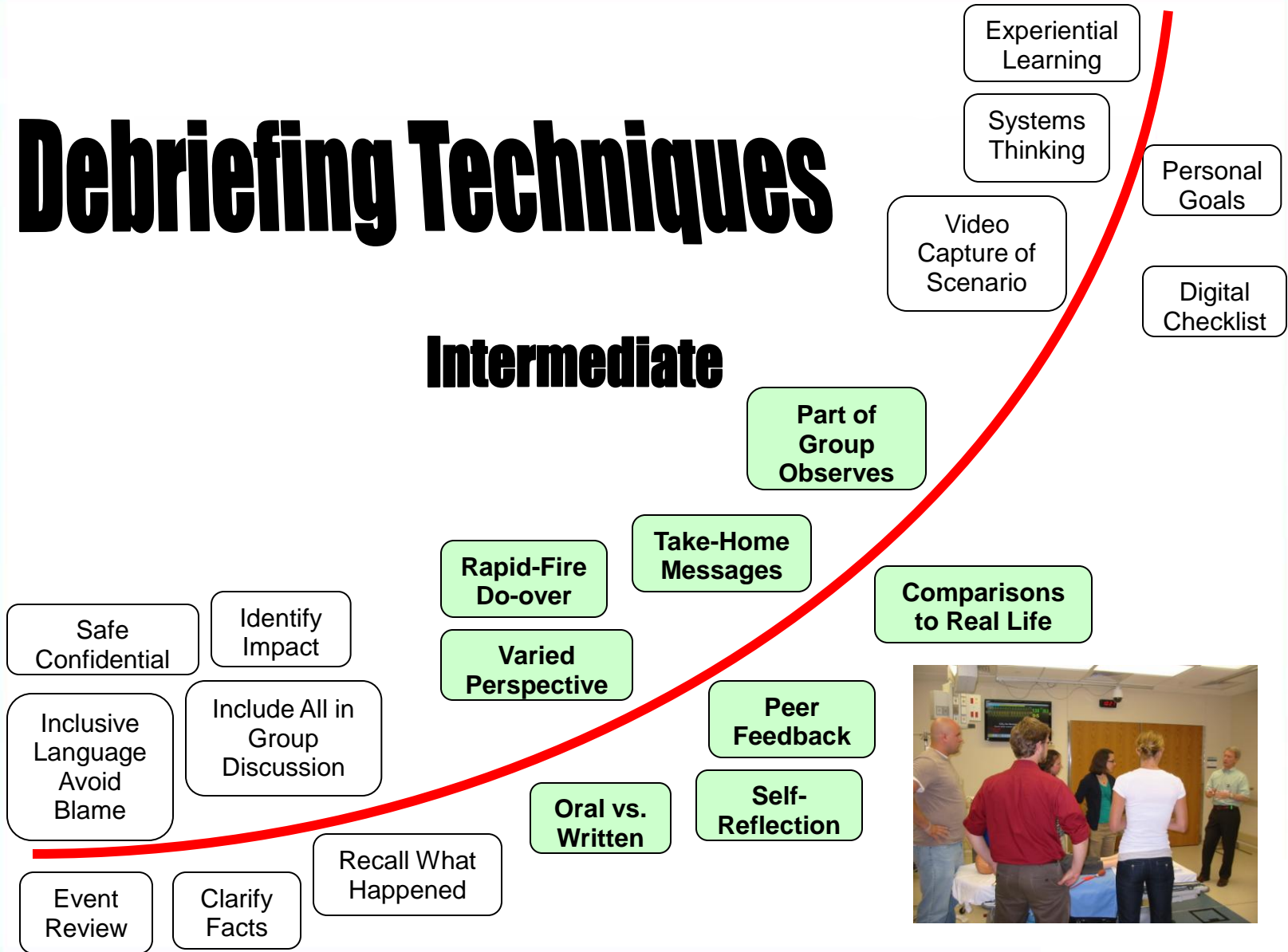
- Deliberately positive
- Insures all have a voice
- Inclusive language
- Open ended questions
- Skillful & Sensitive
- Engaged/interested

Pitfalls

- Judgmental
- Instructor dominates
- Individual blaming
- Yes & No questions
- Control & demanding
- Appears bored

Debriefing Techniques

Intermediate



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

Debriefing Techniques

Advanced

Systems Thinking

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Identify Impact

Safe Confidential

Include All in Group Discussion

Inclusive Language Avoid Blame

Oral vs. Written

Recall What Happened

Clarify Facts

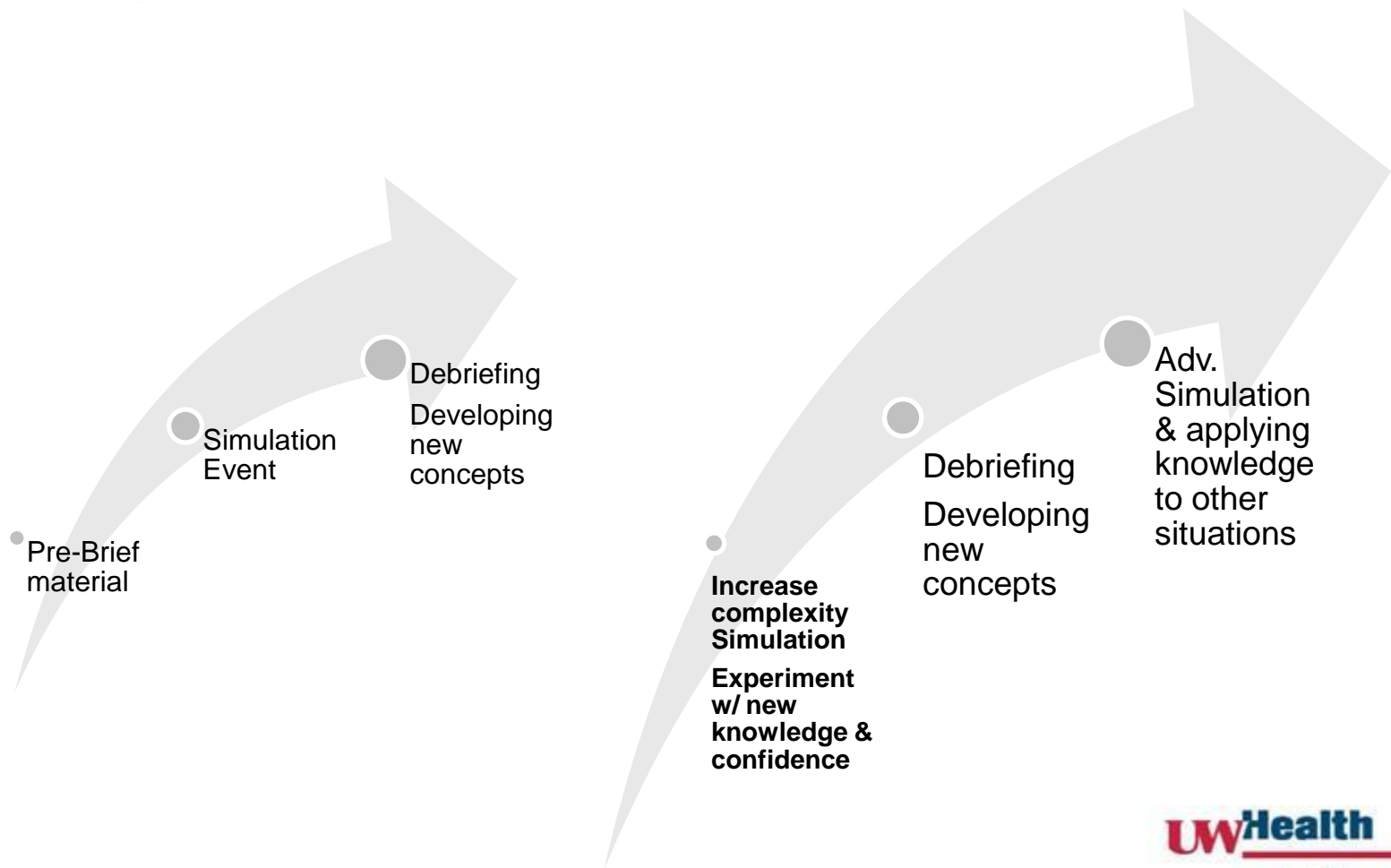
Event Review



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



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



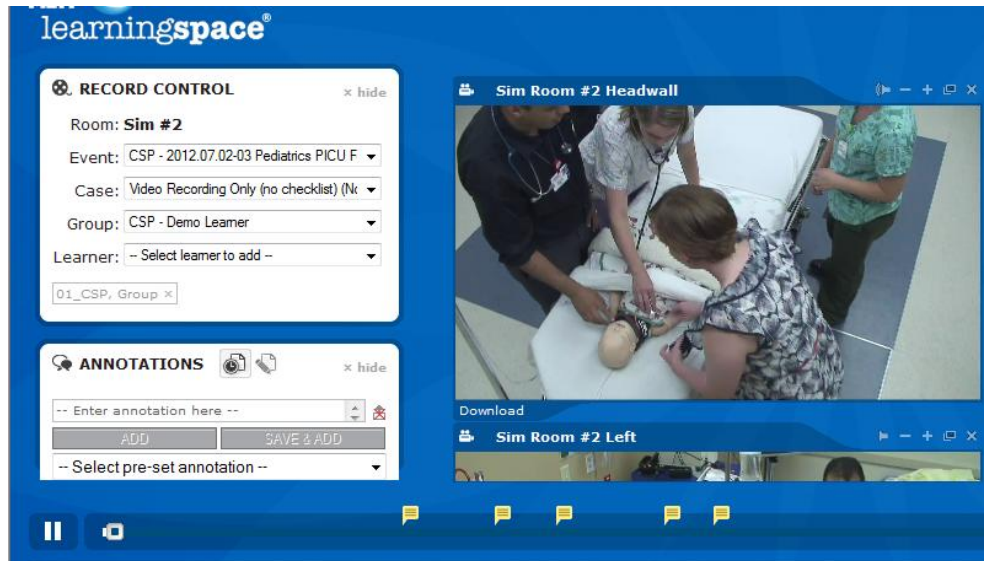
- Make “system changes”
- Timeline for follow-up

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

METI learningspace® - Reports

Event: CSP - 2012.03.30 IM Resident Mock Code

Group Performance | Individual Performance | Test Event Mgmt. | Digital Video | Data Export

Group Performance

Case	Report
CSP - Clinical Teamwork Scale (-)	Case Item Analysis
CSP - Clinical Teamwork Scale (-)	Score Distribution
Entire Event	Group Performance Review

[Event Reporting Setup](#)

[Back To Home](#) | [Help](#)

- 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

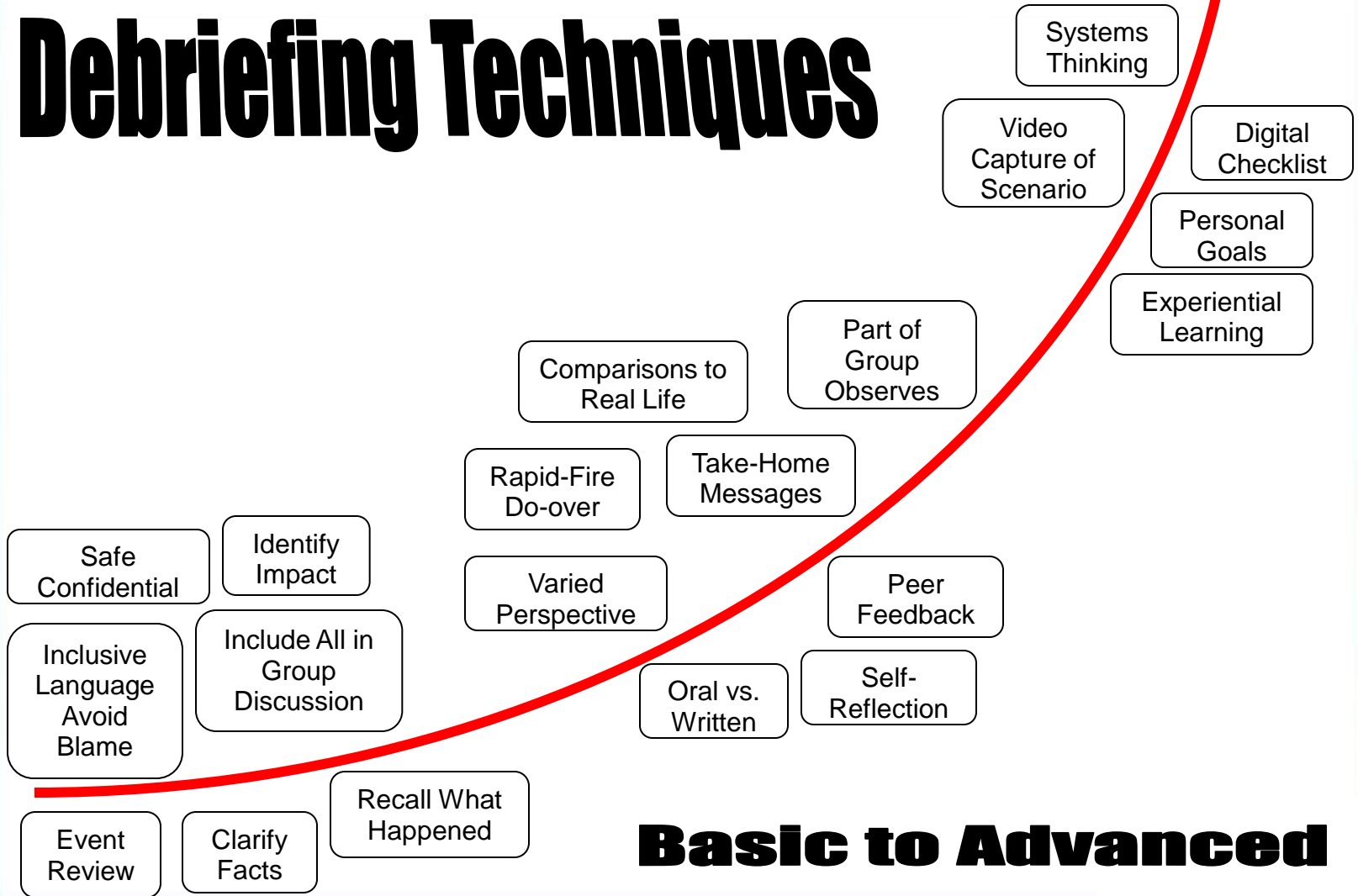
Adv. Debriefing is Challenging

- 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

Debriefing Techniques



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

Supplements

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?

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