

**Reunite.**

**Connect.**

**Advance.**



**IMSH™**

Society for Simulation in Healthcare

JANUARY 15 - 19, 2022 | LOS ANGELES, CA

IMSH2022.COM | #IMSH2022  



# *Rapid Cycle Debriefing Practice*



**INDIANA UNIVERSITY**  
SCHOOL OF MEDICINE



*Note: we will be  
moving about  
during this exercise*



# Facilitators & Disclosures

Dyan Anderson, BSN

Heather Bair, DNP

John Ding, BS

Tim Elgin, DO

Julie Hartman, DC, CHSE

John Keech, MD

Paul Leonard, MD

Julie Lindower, MD

Clark Obr, MD

John O'Donnell, DrPH

Sapna Ravindranath, MD

Jorge Salazar, BS

Sarah Shaffer, DO

***None has a financial conflict of interest on this topic.***



# Acknowledgements I

Vaia Abatzis

Jeanne Forman

Janet Hosking

John Kwock

Keith Littlewood

Jessica Sheeran

Kokila Thenuwara

Thaddee Valdelievre

Jeff Vande Berg

*Each helped bring this workshop to IMSH 2022.*



# Acknowledgements II

We gratefully acknowledge those of you who are helping facilitate today's workshop

Dawn Swiderski

Erin Graham

Sally Ann Mitchell

Mary Kay Smith

*The goal is that we all learn together.*



# Safety Agreement

Either as a participant or as a facilitator, I agree to respect:

- Educational purpose of the exercise
- Differences in viewpoint
- Privacy and professionalism of all



# Educational Objectives

- Demonstrate genuine inquiry into the source of a behavior or decision.
- Identify a new tool or method that could be used in development of debriefers at your institution.
- Discuss barriers and solutions for repetitive practice with feedback for developing debriefing skills.



# Exercise Instructions





You will see a video of an error disclosure.

- It captures the actions of a senior resident and an intern.

Senior  
Resident

Intern

You will see a video of an error disclosure.

- You will debrief these two residents.

Senior  
Resident

Intern

Debrief

Debrief

- You choose to debrief either as associate residency director or as patient advocate from the hospital.

Senior  
Resident

Intern

Debriefer

Debriefer

- You choose to debrief either as associate residency director or as patient advocate from the hospital.\*

Senior  
Resident

Intern

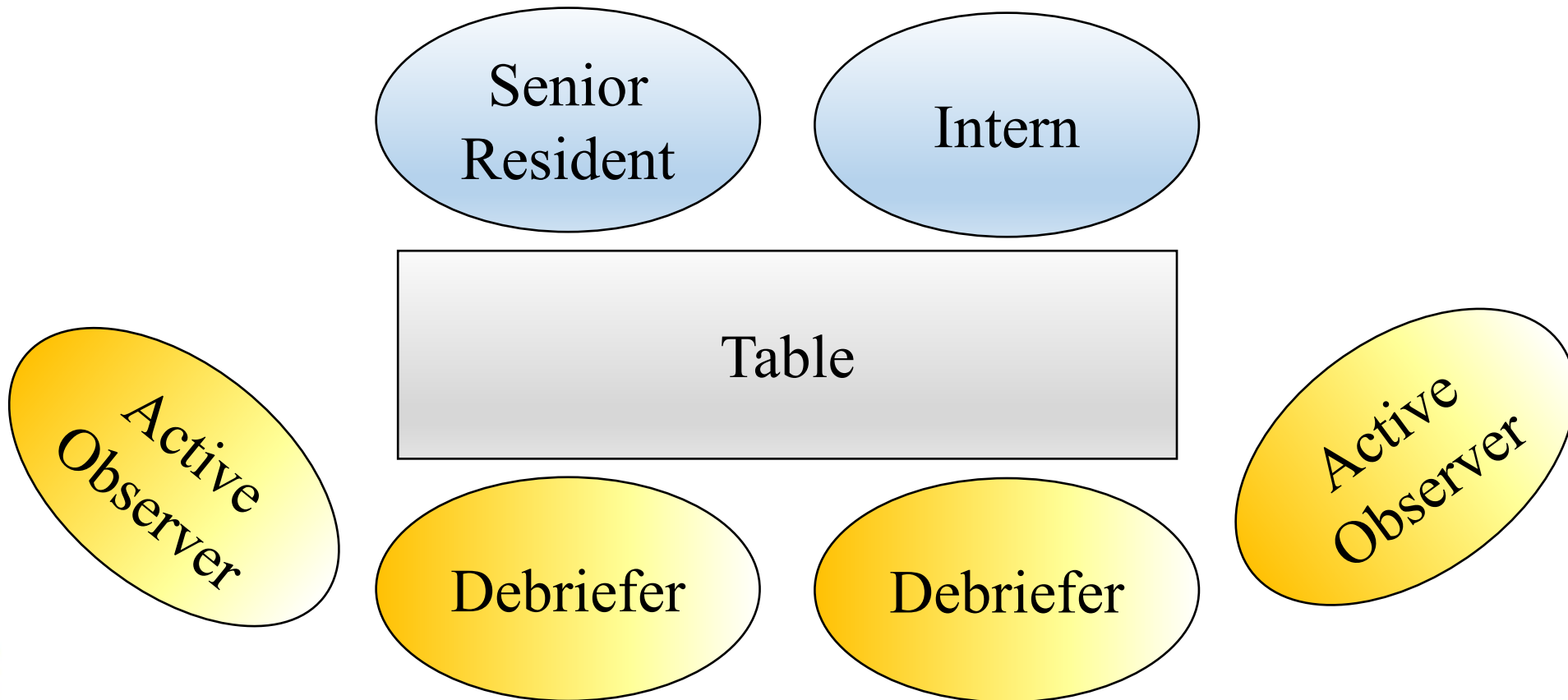
Debriefer

Debriefer

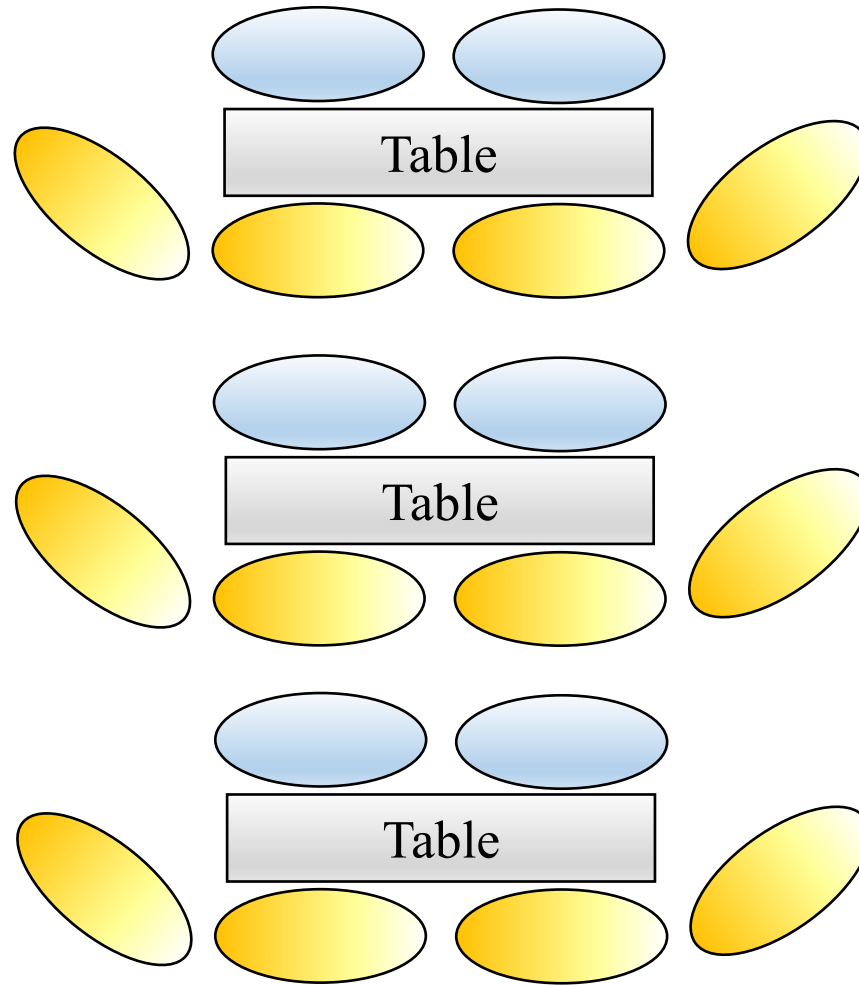
*\*You and your co-debriefer may choose similar or different roles*



- When you are not a debriefer, you are an active observer silently analyzing the effectiveness of the debriefing.



- You will rotate among the stations



- You will rotate among the stations
- We can't explain the rotation now



# Debriefing Purpose

- **NOT** to establish facts
  - Assume everyone has seen the video
- **NOT** to discipline, blame, or absolve
  - They did what they did – someone else might have taken a different approach.





# Debriefing Purpose

- **NOT** to establish facts
  - Assume everyone has seen the video
- **NOT** to discipline, blame, or absolve
  - They did what they did – someone else might have taken a different approach.
- Gather perspectives on how these individuals and the organization might each do better.



You Know:

You Don't Know:

**What**

(Same at each station)



You Know:

**What**

(Same at each station)

You Don't Know:

**Why**

(Different at each station)



# Debriefing Steps

- Explain Purpose
- Specific Action: Uncover Frame
- Offer Your Perspective



# Debriefing Steps\*

- Explain Purpose
- Specific Action: Uncover Frame
- Offer Your Perspective

*\*You are unlikely to complete all 3 to your satisfaction*



# Video



# Mini-Demo



*The next slides time the demo*

# Mini Demo

Explain Purpose

Specific Action: Ask  
Why



First pass don't  
worry about  
offering feedback  
after you learn  
why.

*Time to debrief the debriefing*



# Mini Demo

Compare views of  
faulty frame

Specific Action: Ask  
Why



*End of Mini-Demo*

- The facts are not in question
  - Everyone has seen the video
- Share debriefing duties



- The facts are not in question
  - Everyone has seen the video
- Share debriefing duties
- You are about to have 2 minutes to ask questions of your facilitators and make plans with your co-debriefer.

*The next slide starts the timers*



## 2 Minutes

- Questions for facilitators at your station?
- Plan with co-debriefer
  - How start first question?
  - How take turns leading?
  - How know when to jump in?

*Time to debrief the residents*

# Debrief Residents

Explain Purpose

Specific Action: Ask  
Why



First pass don't  
worry about  
offering feedback  
after you learn  
why.

*Time to debrief the debriefing*

# Debrief the Debriefing

Compare views of  
faulty frame

Specific Action: Ask  
Why

Offer Feedback



*Time to change positions*

# Change Positions

Debriefers become  
the new observers

Observers move to  
debrief **higher**  
number frame

*Time to debrief the residents*

# Debrief Residents

Explain Purpose

Specific Action: Ask  
Why



First pass don't  
worry about  
offering feedback  
after you learn  
why.

*Time to debrief the debriefing*



# Debrief the Debriefing

Compare views of  
faulty frame

Specific Action: Ask  
Why

Offer Feedback



*Time to change positions*

# Change Positions

Debriefers become  
the new observers

Observers move to  
debrief **lower**  
number frame

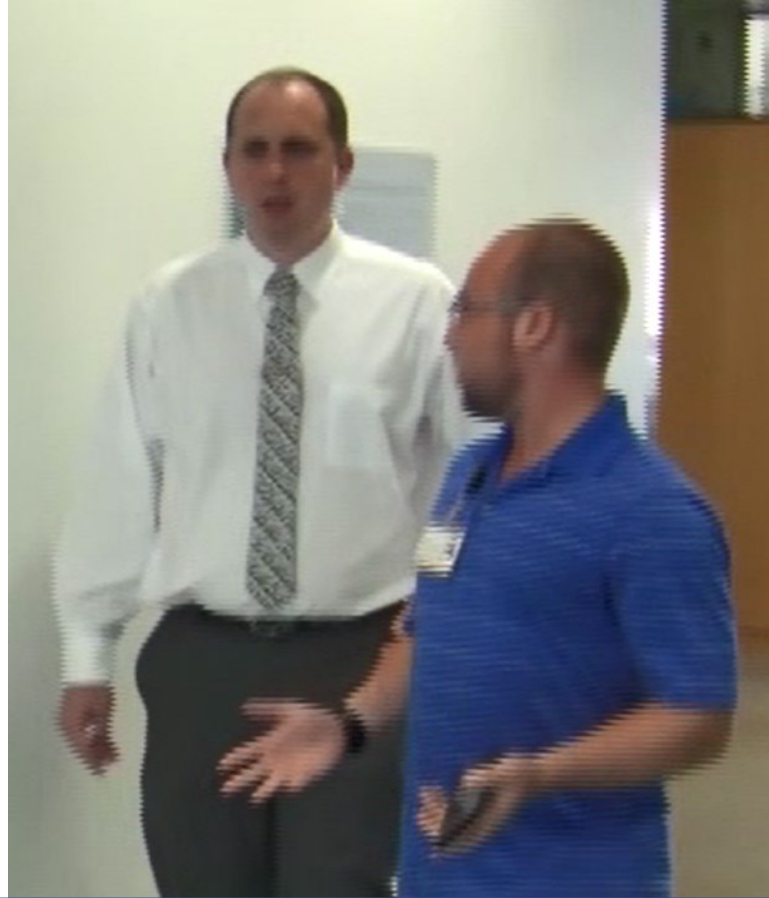
*Time to debrief the residents*

# Debrief Residents

Explain Purpose

Specific Action: Ask  
Why

Offer Feedback



*Time to debrief the debriefing*

# Debrief the Debriefing

Compare views of  
faulty frame

Specific Action: Ask  
Why

Offer Feedback



*Time to change positions*

# Change Positions

Debriefers become  
the new observers

Observers move to  
debrief **higher**  
number frame

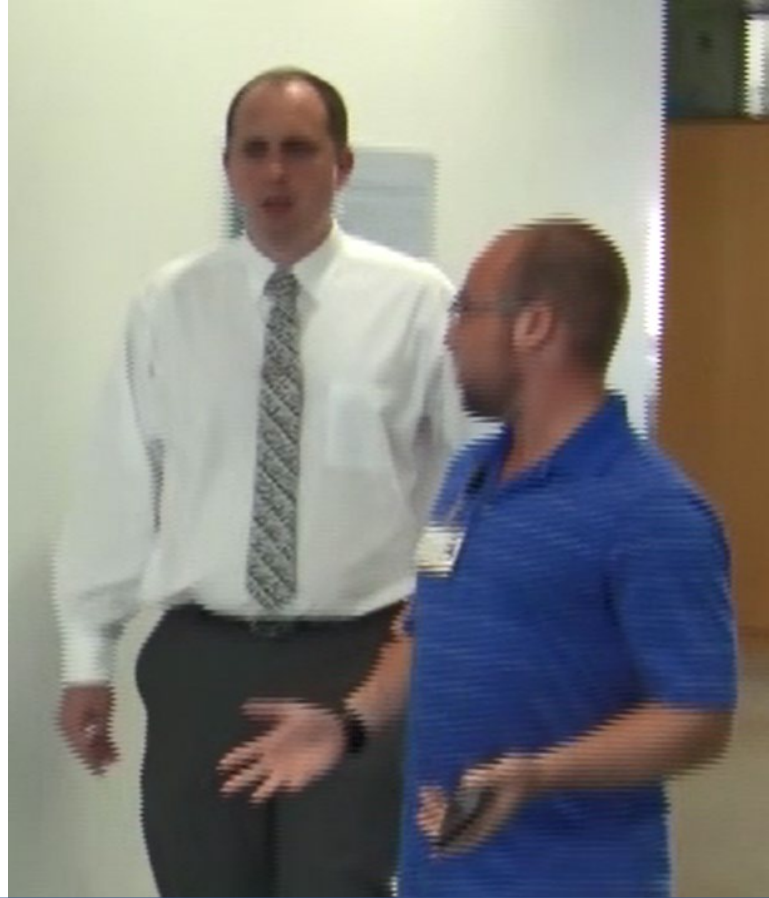
*Time to debrief the residents*

# Debrief Residents

Explain Purpose

Specific Action: Ask  
Why

Offer Feedback



*Time to debrief the debriefing*

# Debrief the Debriefing

Compare views of  
faulty frame

Specific Action: Ask  
Why

Offer Feedback



*Time to change positions*

# Change Positions

Debriefers become  
the new observers

Observers move to  
debrief **lower**  
number frame

*Time to debrief the residents*

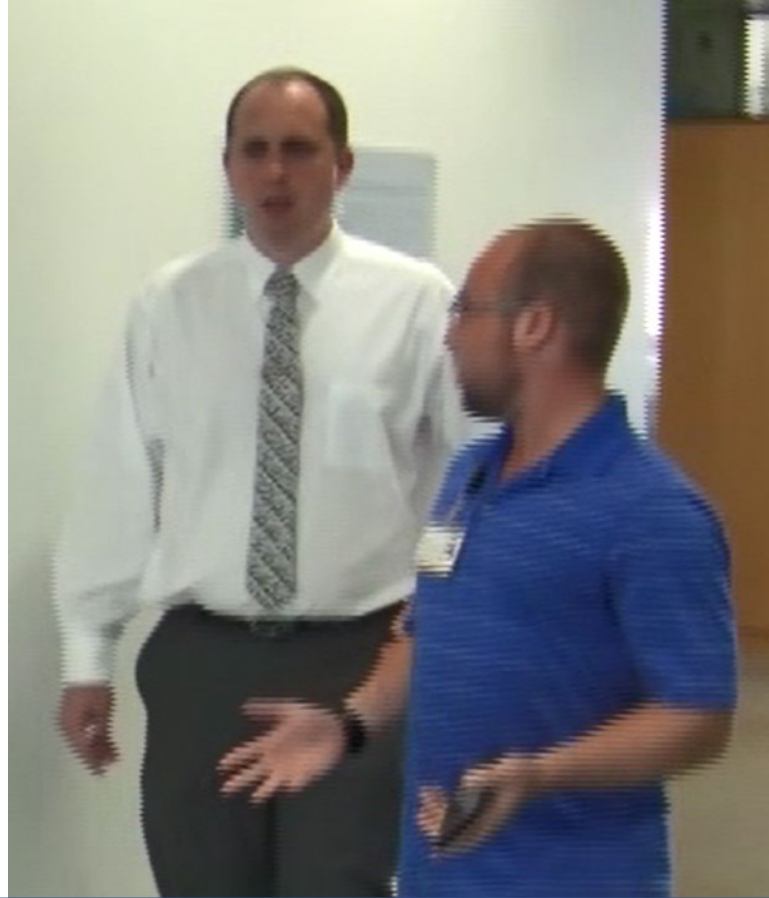


# Debrief Residents

Explain Purpose

Specific Action: Ask  
Why

Offer Feedback



*Time to debrief the debriefing*

# Debrief the Debriefing

Compare views of  
faulty frame

Specific Action: Ask  
Why

Offer Feedback



*Time to change positions*

# Change Positions

Debriefers become  
the new observers

Observers move to  
debrief **higher**  
number frame

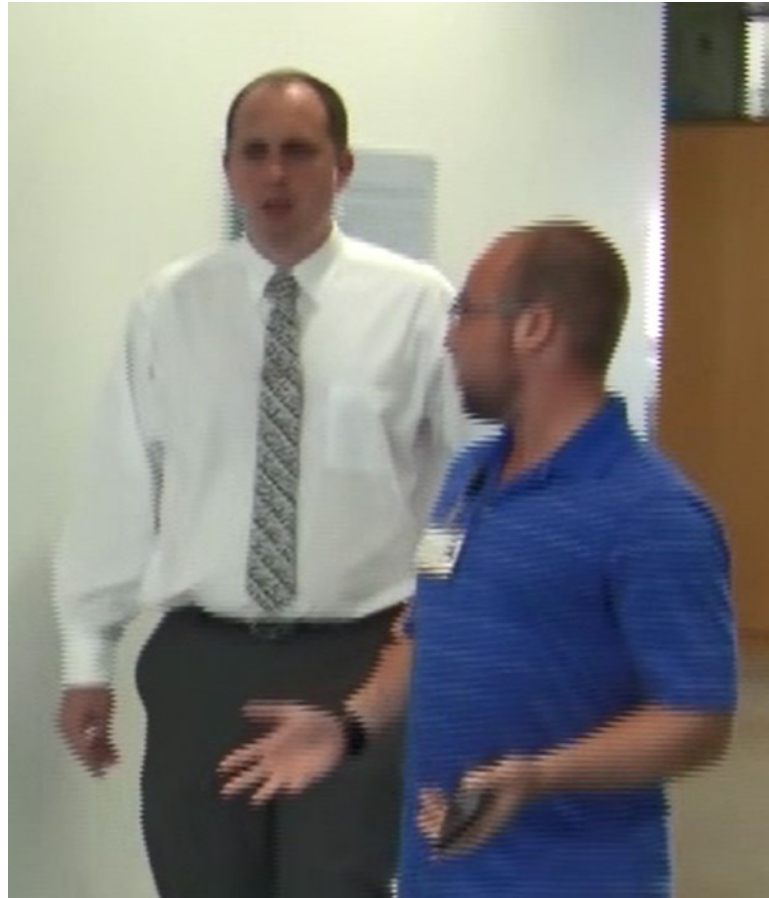
*Time to debrief the residents*

# Debrief Residents

Explain Purpose

Specific Action: Ask  
Why

Offer Feedback



*Time to debrief the debriefing*

# Debrief the Debriefing

Compare views of  
faulty frame

Specific Action: Ask  
Why

Offer Feedback



*Done!*

# Debriefing Targets

- Demonstrate genuine inquiry into the source of a behavior or decision.
- Identify a new tool or method that could be used in development of debriefers at your institution.
- Discuss barriers and solutions for repetitive practice with feedback for developing debriefing skills.



# Observations from Experience

- Building better debriefers doesn't require long days with true masters. A new viewpoint provokes reflection.
- Hearing plausible reasons for given actions helps us gain a genuine curiosity.
- Watching others debrief is informative



Materials Available

<https://UIHC.org/CPSS> Click on Resources





**Reunite.**

**Connect.**

**Advance.**



**IMSH™**

Society for Simulation in Healthcare

JANUARY 15 - 19, 2022 | LOS ANGELES, CA

IMSH2022.COM | #IMSH2022  



*THANK YOU!*

