



Best Practice Debriefing Techniques

Open-Ended Questions	Open-ended questions begin with: How What Why Please describe..... Share with me..... Help me understand..... Tell me about.....	Closed-ended questions begin with: Are/was Did/didn't Will/won't Aren't Would If
Active Listening ^{1,2}	Pay Attention	Silence Full Attention/Avoid Distractions Notice speaker's nonverbal communication
	Show you are listening	Silence Acknowledge (i.e. Hmm, Nodding) Open posture
	Verbal confirmation	Clarify Summarize
	Defer Judgment	No interruptions Respond after listening
Respond	Respectful Honest	
Advocacy Inquiry ³	Objective observation	Example: "I noticed you didn't turn up the oxygen in this patient..." I was concerned that the patient needed oxygen supplementation with an oxygen saturation of 90%... In that moment, I'm wondering why you made that decision...."
Plus/Delta ⁴	Plus	What went well?
	Delta	What would you do differently?
Guided Team Self-Correction	Present the Benchmark Allow the team to compare/contrast their performance Allow team to self-correct Facilitator shares observations/objectives	
Circular Questioning ⁶	Question is directed at a third person who observed an interaction between two participants in a simulation	Example: "Person X, what did you think of the interaction between Person Y and Person Z?"
Role Play ⁷	Two or more parties are asked to role play a situation or conversation for the purpose of making the learning and issue explicit.	Example: "We discussed effective communication, now let's role play what that looks like. So this is what was said during the case, let's try to make it more specific, clear, and concise""



Directive ⁸	The debriefer has a specific issue that is to be addressed with little room for interpretation. It may be directed to a single individual or to many but has little room for mis-interpretation.	Example: “The code proceeded after the patient went into VF. “Michael what are the protocol steps you should take and what are the essential team members you need?”
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3. Rudolph JW et al. There’s no such thing as “nonjudgmental” debriefing: A theory and method for debriefing with good judgment. *Simulation in Healthcare* 2006, 1:49-55.
4. Sawyer T & Deering S. Adaptation of the U.S. Army’s after-action review (AAR) to simulation debriefing in healthcare. *Simulation in Healthcare* 2013; 8:388-97.
5. Smith-Jentsch KA et al. Guided team self-correction: impacts on team mental models, processes, and effectiveness. *Small Group Research* 2008; 39:303-327.
6. Kriz WC. A systemic-constructivist approach to the facilitation and debriefing of simulations and games. *Simulation & gaming* 2010; 41:663-680.
7. Jackson VA, Back AL. Teaching communication skills using role-play; an experience-based guide for educators. *Journal of Palliative Medicine* 2011; 14:775-80.
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