What are debriefs*?

Debriefs are team events that happen retrospectively to allow team members to share their mental model of team performance.

Debriefs are used to:

- Review and request feedback on individual and team performance
- Identify errors made - reflect on why they occurred and what actions might avoid their occurrence in the future
- Develop a plan to improve – what did/did not work well and why
- Recognize and commit to applying best practices
- Promote continuous learning and process improvement

Implementing the consistent use of debriefs will help promote continuous learning and process improvement.

Debriefs are most effective when conducted in an environment where feedback is an expectation and honest mistakes are viewed as learning opportunities.

Debrief Checklist

How should I use debriefs?

Debriefs can be used in virtually any health care environment. Debriefs are especially appropriate after:

- Change of shift
- Critical events
- Post-procedure or before patient release
- At any unscheduled opportunity for team learning

TOPIC	
-Communication clear?	✓
-Roles and responsibilities understood?	✓
-Situation awareness maintained?	✓
-Workload distribution?	✓
-Did we ask for or offer assistance?	✓
-Were errors made or avoided?	✓
-Availability of resources?	✓
-What went well, what should change, what can improve?	✓

Debriefs are most useful when they relate to specific team goals or address particular issues related to recent actions of the team. Debriefs also maintain effectiveness by not assigning blame or failure to an individual.

Where can I get more information about debriefs?

Visit www.leadingagekansas.org/tsmaterials

*The intent of high-quality care teams is three-fold; to plan, to problem solve, and to learn from performance in order to improve over time. In the TeamSTEPPS curriculum, this is most often referred to as briefs, huddles and debriefs, though the language may vary from time to time. It is most important to remember that these three steps refer to the overarching process of initiating and analyzing actions.

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