

LabSiRG:

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DEBRIEFING



**Amanda VanSpronsen, BSc MLS, MSc**

**Gwen Clarke, MD FRCPC**

**Megan Parrish, BSc MLS, MLT**

**Rhonda Shea, BSc MLS, MA**

# DECLARATIONS

- Grants/Research Support: NONE
- Speakers Bureau/Honorarium: NONE
- Consulting Fees: NONE
- Other: NONE

# OBJECTIVES

- Introduce you to debriefing
- Describe the power of debriefing
- Share the phases of debriefing
- Describe Dos and Don'ts of debriefing
- Discuss the difficult debrief
- Share our debriefing experience

Ernesto Yturralde, experiential trainer and researcher, explains:

*"In the field of experiential learning methodology, the debriefing is a semi-structured process by which the facilitator, once a certain activity is accomplished, makes a series of progressive questions in this session, with an adequate sequence that let the participants reflect what happened, giving important insights with the aim of that project towards the future, linking the challenge with the actions and the future."*

<http://www.debriefingtools.com/>

# STAGES OF SIM

## Pre-Brief

- Sets the Stage

## Scenario

- Simulation

## De-Brief

- Reflection and Learning

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## Pre-Brief

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## De-Brief

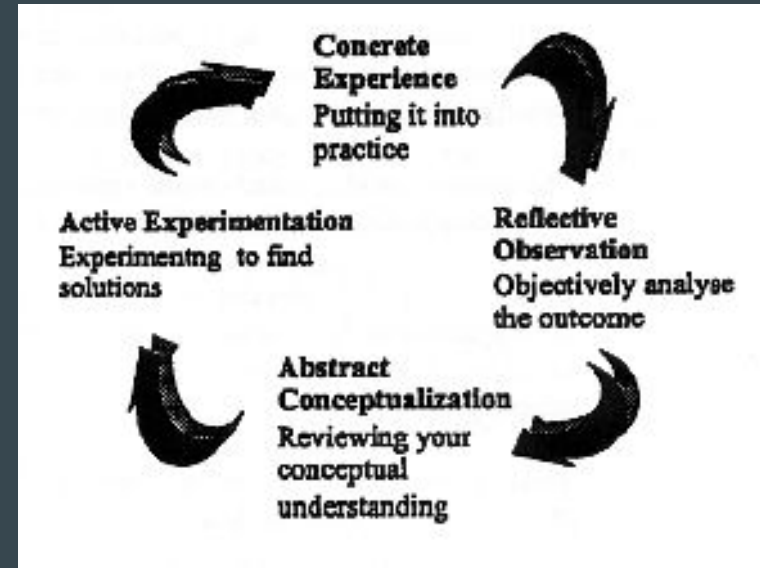
- Reflection and Learning

# DEBRIEFING AND LEARNING

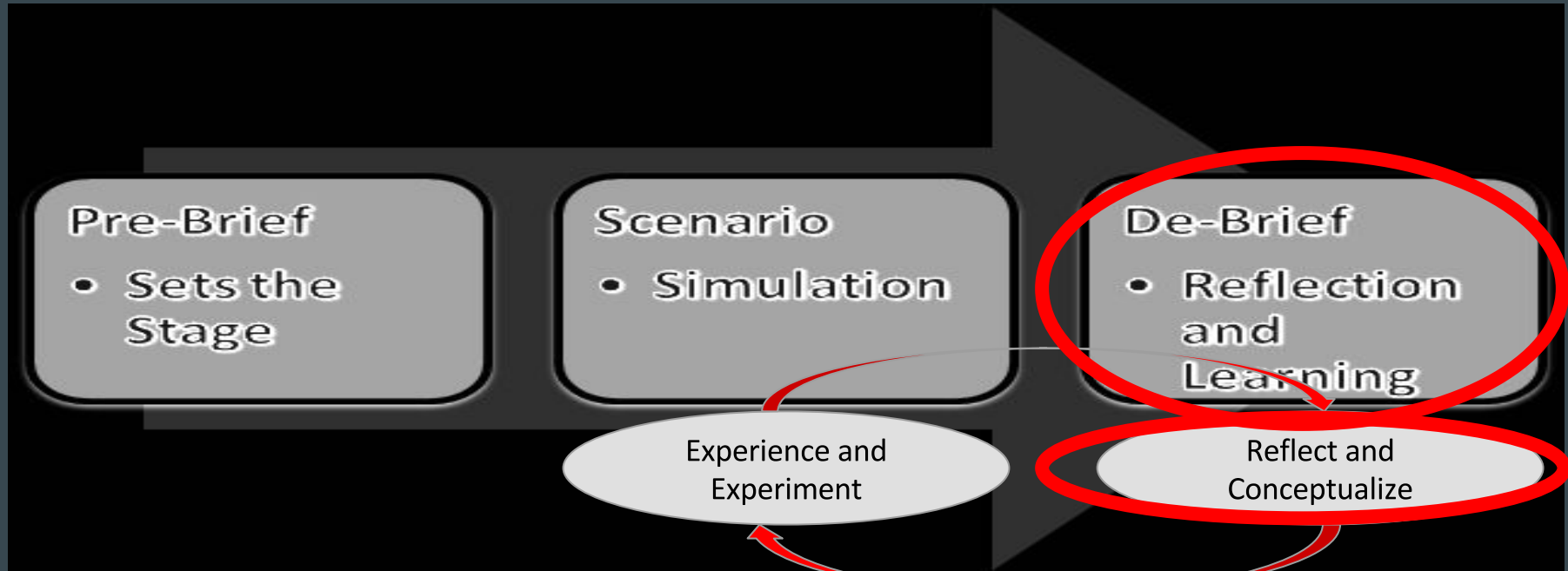
- Adults learn best by:
  - Having a meaningful experience
  - Being able to reflect on the experience
  - Learning in context

# DEBRIEFING AND LEARNING

- Rooted in Educational Research
- Reflection/Conceptualization
- Kolb
  - Cycle of experiential learning

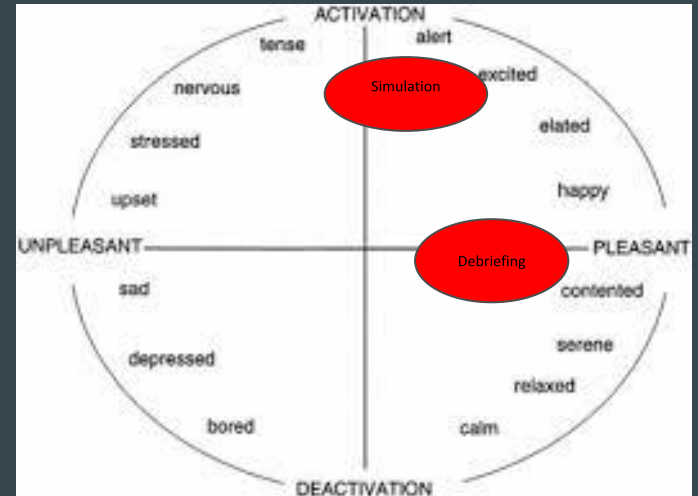


# DEBRIEFING AND LEARNING



# DEBRIEFING AND LEARNING

- Sim, specifically debriefing, provides just enough stress for learning
- Pleasant Activation
  - Circumplex Model of Affect



# DEBRIEFING AND LEARNING

- It should be noted:
  - Having an experience does not always = learning
  - Experiential learning happens through reflection, action and sense-making
  - This is where the debrief comes in

# PHASES OF DEBRIEFING

- FOUR PHASES

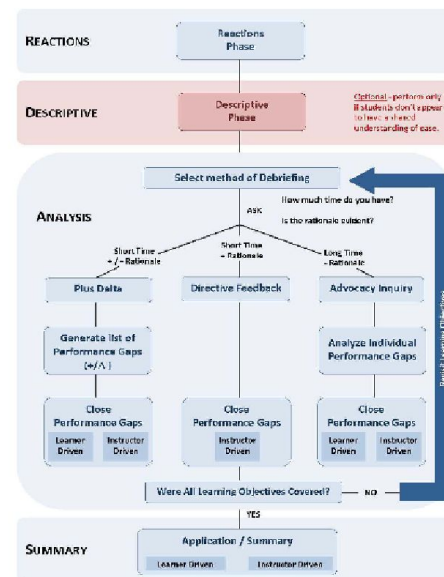
- Reactions phase
- Description phase
- Analysis phase

■ +/-▲

■ Directive

■ Advocacy/Inquiry

- Summary



# DOS AND DON'TS OF DEBRIEFING

- DO...
  - Setting
    - Safe, comfy, another debriefer
  - Tools
    - Use debrief tool if needed
  - Mind set
    - Assume the best, safety, allow for silence
  - Ending
    - Summarize
  - After
    - Evaluate yourself and scenario

# DOS AND DON'TS OF DEBRIEFING

- DON'T...
  - Setting
    - Sit across like us vs them
  - Tools
    - Use the wrong tool
  - Mind set
    - Ask why, make a day of it
  - Ending
    - Prolong
  - After
    - Triangulate

# THE DIFFICULT DEBRIEF

- Archetypes
  - Overconfident
  - Upset/sensitive
  - Quiet
  - Defensive

QUESTIONS?

<http://www.labsirg.com/>

THANK YOU!