



Debriefing Workplace Events

Learner Toolkit for Debriefing

BEFORE FEEDBACK

- ☐ Identify an opportunity or need to initiate a debrief as a learner OR be open to engaging in a facilitator or peer-initiated debrief
 - Throughout your shift, recognize potential triggers for a debrief (e.g. an overwhelming patient encounter)
 - Consider asking for a “pause” to check in during a new or overwhelming task as a “micro-debrief”

- ☐ Set the stage - if initiating a debrief, look for a quiet and confidential environment

- ☐ Recognize potential barriers for workplace debriefs



DURING FEEDBACK

- ☐ Maintain a positive mindset during debriefing
 - Frame debriefing as an opportunity for growth and learning
 - Be open and receptive
- ☐ Apply elements of a debriefing framework (even if you are not the one leading the debrief!)
- ☐ Find the performance gap
- ☐ Dig deeper - ask probing questions to identify what led to the performance gap
- ☐ End with an action plan - what will you take away? What will you do differently?