

Team Dynamics Debriefing Tool



Instructions

- Use the table below to guide your debriefing.
- Observe and record elements of team dynamics.
- Identify 2 or 3 elements of team dynamics to discuss per debriefing session.

Action	Gather	Analyze	Summarize
<p style="text-align: center;">Closed-Loop Communication</p> <ul style="list-style-type: none"> • Orders acknowledged and confirmed when given • Orders announced when executed <p style="text-align: center;">Clear Messages</p> <ul style="list-style-type: none"> • Team members speak clearly • Orders are questioned when doubt exists <p style="text-align: center;">Clear Roles</p> <ul style="list-style-type: none"> • All team members have appropriate roles • Roles are reallocated when appropriate <p style="text-align: center;">Knowing One's Limitations</p> <ul style="list-style-type: none"> • Calls for assistance • Seeks advice when appropriate <p style="text-align: center;">Knowledge Sharing</p> <ul style="list-style-type: none"> • Sharing information between team members • Asks for ideas and suggestions <p style="text-align: center;">Constructive Intervention</p> <ul style="list-style-type: none"> • Identifies priorities • Questions colleagues who make mistakes <p style="text-align: center;">Reevaluation and Summarizing</p> <ul style="list-style-type: none"> • Reevaluates patient • Summarizes patient condition and treatment plan <p style="text-align: center;">Mutual Respect</p> <ul style="list-style-type: none"> • Speaks in a professional, friendly tone of voice • Provides positive feedback 	<p style="text-align: center;">Student Observations</p> <ul style="list-style-type: none"> • Can you describe the events from your perspective? • How well do you think your treatments worked? • Can you review the events of the scenario? (directed to the <i>Timer/Recorder</i>) • What could you have improved? • What did the team do well? <p style="text-align: center;">Instructor Observations</p> <ul style="list-style-type: none"> • I noticed that <i>[insert action here]</i>. • I observed that <i>[insert action here]</i>. • I saw that <i>[insert action here]</i>. 	<p style="text-align: center;">Done Well</p> <ul style="list-style-type: none"> • How were you able to <i>[insert action here]</i>? • Why do you think you were able to <i>[insert action here]</i>? • Tell me a little more about how you <i>[insert action here]</i>. <p style="text-align: center;">Needs Improvement</p> <ul style="list-style-type: none"> • Why do you think <i>[insert action here]</i> occurred? • How do you think <i>[insert action here]</i> could have been improved? • What was your thinking while <i>[insert action here]</i>? • What prevented you from <i>[insert action here]</i>? 	<p style="text-align: center;">Student-Led Summary</p> <ul style="list-style-type: none"> • What are the main things you learned? • Can someone summarize the key points made? • What are the main take-home messages? <p style="text-align: center;">Instructor-Led Summary</p> <ul style="list-style-type: none"> • Let's summarize what we learned... • Here is what I think we learned... • The main take-home messages are...