Team Dynamics Debriefing Tool

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Action	Gather	Analyze	Summarize
Closed-Loop Communication	***Student Observations***	***Done Well***	***Student-Led Summary***
• Orders acknowledged and confirmed when given • Orders announced when executed	• 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 *Timer/Recorder*) • What could you have improved? • What did the team do well?	• How were you able to [*insert action here*]? • Why do you think you were able to [*insert action here*]? • Tell me a little more about how you [*insert action here*].	• What are the main things you learned? • Can someone summarize the key points made? • What are the main take-home messages?
Clear Messages		***Needs Improvement***	***Instructor-Led Summary***
• Team members speak clearly • Orders are questioned when doubt exists	***Instructor Observations***	• Why do you think [*insert action here*] occurred? • How do you think [*insert action here*] could have been improved? • What was your thinking while [*insert action here*]? • What prevented you from [*insert action here*]?	• Let's summarize what we learned… • Here is what I think we learned… • The main take-home messages are…
Clear Roles	• I noticed that [*insert action here*]. • I observed that [*insert action here*]. • I saw that [*insert action here*].		
• All team members have appropriate roles • Roles are reallocated when appropriate			
Knowing One's Limitations			
• Calls for assistance • Seeks advice when appropriate			
Knowledge Sharing			
• Sharing information between team members • Asks for ideas and suggestions			
Constructive Intervention			
• Identifies priorities • Questions colleagues who make mistakes			
Reevaluation and Summarizing			
• Reevaluates patient • Summarizes patient condition and treatment plan			
Mutual Respect			
• Speaks in a professional, friendly tone of voice • Provides positive feedback			