

HOT DEBRIEFING GUIDE

This guide provides a standardized approach to post-event clinical debriefing. These conversations are to be facilitated as soon as possible after an event with a target duration of 10 to 15 minutes.

These conversations are not to assess or evaluate personal performance and they do not replace other processes associated with critical events such as PSLs reporting, accessing employee assistance programs, or formal critical incident stress debriefings.

“Thank you for taking the time to gather and discuss this event.

Can I ask someone to assist with note-taking?

We believe this team is capable, has done their best, and is seeking to improve.

We have not gathered to assess or evaluate personal performance.

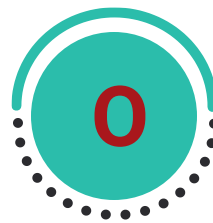
For this debriefing, we will use the STOP format.”



Summarize
The Case



Things That
Went Well



Opportunities
To
Improve



Points
Of
Action

“Before we end this debriefing if anyone has any last remarks please share them. As appropriate and with respect and confidentiality, these findings will be shared with our leadership team.

We will follow up on these items.

Thank you again for joining us. Please continue to take care of yourselves and each other.

Thank you for the work that you do.”

Created by CICSL and members of BC Simulation Network
and BC Emergency Medicine Network.

Available for download at:



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Recent literature supports performance-focused post event clinical debriefings facilitated by healthcare professionals familiar with established debriefing processes. Like other aspects in health care, bringing hot debriefing to clinical settings invites careful implementation considerations.



Considerations for Introduction :

- Consider introducing this guide in advance of initial debriefings.
- Orientate your debriefers and your teams.
- Appreciate the impact of local culture and psychological safety.

Considerations for During:

- Affirm that participation is voluntary and not compulsory.
- Embrace a growth mindset, and a commitment to improvement.
- Learn from success and minimize hindsight bias.



Considerations for After:

- Assign findings to individuals for meaningful clinical improvement.
- Provide debriefers with ways to improve their facilitation skills.
- Provide local resources for those who may benefit from further psychological support.



With acknowledgement and thanks to:

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