

# Debriefing Guide

1. Listen to learners immediately following the scenario
2. Move to debriefing location / assume debriefing posture
3. Remind everyone of ground rules
4. Start open-ended; allow decompression  
**"What are your first thoughts?"**
5. Address first thoughts and any global distractors
6. Frame the scenario to focus debriefing
7. Show a genuine interest in exploring actions together
8. Walk through objectives / critical actions using choice of technique (see reverse side for more information)
9. Involve all learners
10. Involve co-debriefers and SPs as appropriate
11. Keep an eye on the time
12. Solicit learners "take-home points"



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# Debriefing Frameworks

## Advocacy / Observation / Inquiry

**Advocate** - "It's important to \_\_\_\_." - or - "Patients often benefit from \_\_\_\_."  
This reveals where you're going with your thoughts tied to a critical action or objective.

**Observe** - "I noticed that \_\_\_\_." This avoids learners needing to guess what you are seeing / thinking.

**Inquire** - "Tell me your thoughts regarding \_\_\_\_ (that moment / situation)" - or -  
"Tell me how you saw things evolving at that point." - or -  
"What do you typically do in your practice?"  
This is a genuine, authentic inquiry.

## Plus / Delta Technique

**Plus** - "With regards to \_\_\_\_, what do you think went well?"

**Delta** - "What would you do differently?"



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