

Plus Delta Debriefing Tool

What is debriefing?

Debriefing gives us

- an opportunity to improve our outcomes and teamwork skills.
- allows us to examine even the smallest details that could lead to an improvement in our systems.
- acknowledge our strengths and identify opportunities for improvement.
- a key tool to individual and team improvement.
- an avenue to discuss what the team did well and to identify areas to improve in a non-threatening way.

Ground Rules for Successful Debriefing:

- Believe that everyone participating is intelligent, well-trained, cares about doing their best, and wants to improve.
- Discussion during debriefings should remain confidential.
- The debriefing environment must be non-threatening. It is ok to politely disagree, but do not assign blame.
- Participants should maintain professional behavior. Be polite, respectful and curious.
- Debriefings are a time for critical reflection.

Steps to Leading a Debriefing:

- Identify and agree on what happened, starting with junior members of the team.
- Identify what the team did well.
- Ask, “What could we have done differently?” Look at any processes or resources that affected the outcome.
- Identify lessons learned and the actions that might arise from the process.

PLUS-DELTA Debriefing Tool	
PLUS This went well, do again	DELTA This did not go well, change