

Common Challenges in Debriefing

What to Say...

Learners are
silent or
disengaged

**"Let's start with your
initial reactions. What
stood out to you?"**

Learners
blame
others

**"What was your role in
that moment? What
could you have done
differently to influence
the outcome?"**

Learners are
defensive or
justify actions

**"Help me understand
your thinking at that
point. What were you
hoping would happen
when you made that
choice?"**

Time is
limited

**"Let's each share one
key takeaway. What's
the one thing you'll do
differently next time?"**

Learners
focus only on
what went
wrong

**"What did you do well
that helped the team?
Let's also talk about
what supported
patient safety."**

Emotionally
charged
reactions

**"It's okay to feel that
way...this was a tough
scenario. Would it help
to take a moment
before we continue?"**