

## EMPOWER™ Debrief

### Introduction

Welcome to the debrief portion of your simulated experience. Each letter of EMPOWER™ is a step to critically analyze your decisions and perceptions from the simulation. The purpose of the debrief process is to empower you with the opportunity to reflect on your learning, clarify your misconceptions and gaps, consider new viewpoints, determine applications to your practice and summarize new knowledge, skills and attitudes related to this simulated experience.

Throughout this activity, you will use your individualized performance summary report to guide your reflective analysis. Remember, this is a safe session for you to examine your thought process to maximize your learning.

### EMPOWER™ Debrief Competencies

Apply the self-led EMPOWER™ Debrief process to reflect on your simulated experience by:

- Exploring discoveries, challenges, and viewpoints
- Interpreting post simulation individualized performance summary report
- Correcting misconceptions with evidence-based practice standards
- Creating meaningful practice examples to integrate new knowledge into practice
- Evaluating the attainment of the simulation and debrief competencies
- Reflecting on decisions to improve future practice

Use the boxes provided below each prompt to reflect and analyze your virtual simulation experience.

### E – EXPLORE

To begin, let's **EXPLORE** your first impressions from the learning experience. Your discoveries include new knowledge, roles, self-confidence, or skill refinement gained from the experience. Take one minute and write down your first reactions:

Describe what went well. What was difficult? Which concepts need to be clarified? Expand on one of your challenges, sharing difficulties with decision making or judgment related to role knowledge, content, technology, or immersion (your ability to suspend reality):

Analyzing your challenges helps to explore methods to improve your performance, decision making, and judgment. Recall one of your initial reactions and examine how your viewpoints impacted your decision making with relevant issues, assumptions, or practice experiences:

Provide rich details for one of your experiences, such as new knowledge, roles, self-confidence, or skill refinement. Examine how your viewpoints impacted your decision making with relevant issues, assumptions, or practice experiences:

## M – MISCONCEPTIONS

Review your individualized performance summary report and look for **MISCONCEPTIONS** or incorrect responses. Do you see a common subject area where your performance was lower?

Reflect on one of your misconceptions and discuss the steps that led to your incorrect decision:

Discuss knowledge, assumptions, values, beliefs, and/or feelings that influenced your clinical reasoning for your incorrect decisions:

## P – PRACTICE STANDARDS

Now that you have considered your incorrect responses, let's discover the correct answers using **PRACTICE STANDARDS**. Apply evidence-based guidelines and list best practices to correct your misconceptions to support your delivery of safe and effective patient-centered care:

## O – OPPORTUNITIES

Empowered with the practice standards for accurate care, create a list of meaningful and personal **OPPORTUNITIES** to integrate these new concepts into your practice:

Identify a specific process or method and describe one opportunity to implement change or process improvement in your current or future practice:

## W – WINS

Now let's circle back to your **WINS** from this scenario. Recall your successful behaviors, effective clinical judgment skills, decisions, and content areas with high competence:

Describe one specific clinical judgement or decision-making strategy utilized to achieve higher performance:

Reviewing your successful behaviors, effective clinical judgment skills, decisions, and content areas mastered reinforce your foundation of knowledge. Applying best practices, describe a specific method you can use to improve outcomes, communication, or safety in your practice:

## E – EVALUATE

**EVALUATE** is the next phase of the debriefing model. Discuss your perceived ability to apply the knowledge, skills, and attitudes to perform each of the activity outcomes/competencies:

Examine any changes you anticipate making in a similar virtual simulation activity:

## R – REFLECT AND REVIEW

The final step in the debrief process is **REFLECT AND REVIEW**. Spend three to five minutes creating a reflective journal entry to summarize what you learned from your analysis of your performance report and during this debrief process. Discuss two or more examples you can immediately apply to improve your professional performance:

## Conclusion

This debriefing experience has empowered you to use your summary report from the simulation to critically analyze your performance. This reflective process has challenged you to consider why and how you made your decisions for both correct and incorrect responses. Clarifying your misconceptions with practice standards, creating specific examples to integrate into your setting, and deconstructing your wins, prepare you to accurately apply your new knowledge, skills, and attitudes to formulate evidence-based clinical judgments in future practice situations.