**Sample Debriefer**

3. Dealing with difficult colleagues is consistently a challenging part of my job… - We have 2 factions: old school vs new school - We have a “veteran” who is set on his/her ways. - “People’s issues/attitude

Telling Quotes

People's issues and attitude affect our performance.

2. “ In this work setting, it is difficult to speak up”… - Tension affects the workflow

Key Takeaways

Frustrating personalities.

Meeting Notes

1. It is NOT easy for people to ask questions… - There are different answers to a question about a process. Meaning, different people do the same thing different ways.

Lab and Pathology-Days and Evenings

Manager's Name:

Facilitator:

Types

Attended Role

Shift

Location

Date

Debriefer Meeting

Help from Others

For the Team

affects our performance”

1. Communication breakdown - We attribute it more from a disconnected communication between a surgeon and circulating RN - “Issues are taking away our precious time”.
2. People in this work setting are burned out: “workflow should be distributed evenly, especially at the front office. -
3. We are frustrated… - People should be cross- trained -
4. We are exhausted… - Lack of staffing
5. We feel we are “working too hard” for the job: - Due to lack of staffing and cross-training

Review & Reflect

For Me, the Manager

See other session for combined action plan.

Action Plan

Action Plan

Reached your target goal when:

See other session for combined action plan.

Something you will do to drive change: See other session for combined action plan.

Who, what, when:

See other session for combined action plan.

Aim

Opportunity for improvement:

See other session for combined action plan.

Target goal for your aim:

See other session for combined action plan.