



A Debriefing Model for Guiding Feedback Conversations

This is a step-by-step guide for the preceptor to use to lead a feedback conversation.* In the steps below are suggestions for actions the preceptors can take to support the feedback process. The debrief script is a series of questions and statements that preceptors should complete in the order they appear. When you first begin to use this model, it is better to read the exact script here. You will develop your own words as you gain experience using the model.

There are three steps in the model:

1. Preparing for the conversation.
2. Having the conversation.
3. Using learning from the conversation.

Step	Debrief Script (in order)
1. Preparing for the conversation.	<ul style="list-style-type: none">• Thank you for meeting to share a situation with me.• In this feedback conversation, we're going to explore what happened. Then, you can take this learning forward into your practice.• Let's get started.
2. Having the conversation.	<ul style="list-style-type: none">• Can you please describe what happened?• What do you think you did well?• What do you think didn't go so well?• Thank you for sharing your experience with me. What guidance would you like from me?• I am glad you brought this situation to discuss. It highlights...I suggest...
3. Using learning from the conversation.	<ul style="list-style-type: none">• What have you learned from this conversation?• How will you use this learning in your practice?• Do you have any more questions for me?

*This feedback conversation model is adapted from the PEARLS debriefing model (Eppich W, Cheng A. *Promoting Excellence and Reflective Learning in Simulation (PEARLS): development and rationale for a blended approach to health care simulation debriefing. Simulation in Healthcare. 2015 Apr 1;10(2):106-15).*

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