

Your Workforce Sustainability Kit: Is Debriefing the Missing Tool for Quality, Safety, and Wellbeing?

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Research Question

To what extent does participation in a professional development offering utilizing a comprehensive debriefing model influence nurses' behavioral beliefs, normative beliefs, and control beliefs, and subsequently impact their confidence, intention, and application of psychological safety practices in debriefing events?

Theoretical Framework

Ajzen's Theory of Planned Behavior (TPB) guides this professional development and evaluation by examining behavioral beliefs, normative beliefs, and control beliefs.

Discussion

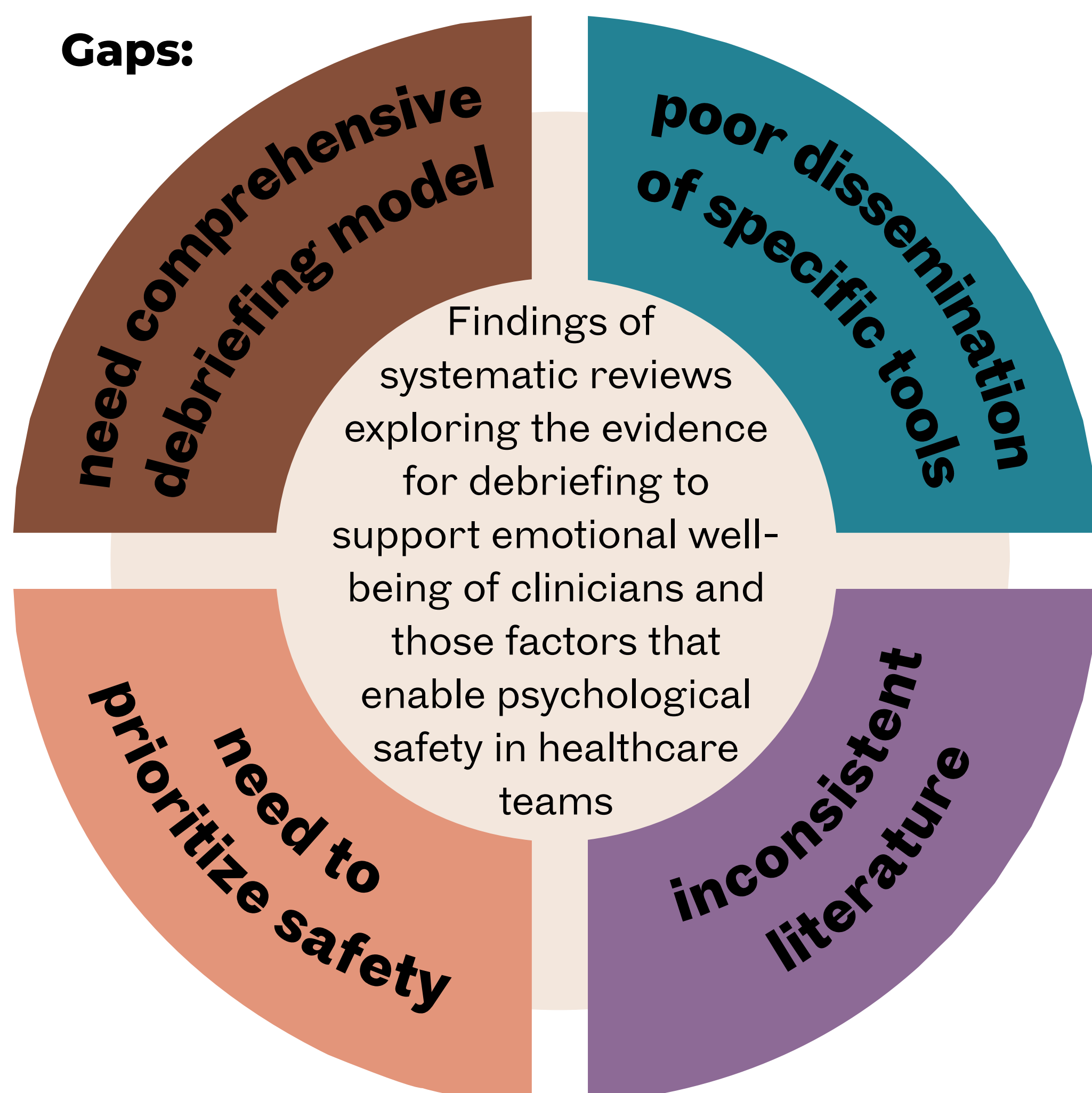
Framework Growth Opportunities:

- Expand evaluation sample size
- Pilot framework within diverse practice environments
- Explore measurable ways to bridge gap in understanding and correlate clinician well-being to patient safety outcomes
- Explicitly identify opportunities for use of framework tenets outside of formal debriefing

Background

Significance: As the cumulative emotional toll of clinical work intensifies, the gap in psychological safety and effective post-event support widens. Addressing this crisis requires moving beyond fragmented, informal debriefing to adopt a comprehensive framework that demonstrably increases clinician well-being, mitigates burnout, and sustains a high-quality, resilient healthcare workforce.

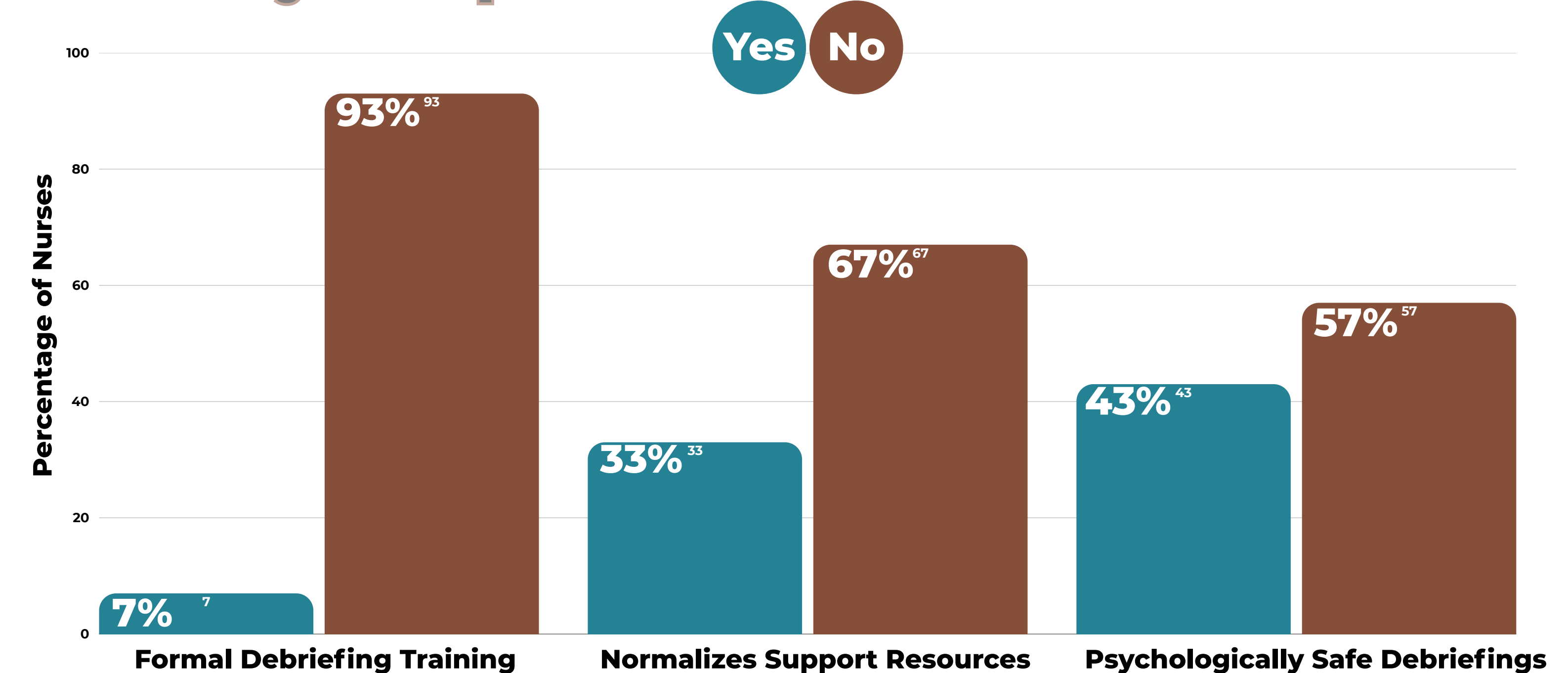
Gaps:



Methods

- **Design:** Quasi-experimental, pretest-posttest
- **Participants & Setting:** Convenience samples from US-based nurses who attended a workshop in Maryland. 17 nurses identified baseline gaps and 7 nurses completed 6-week post-training evaluation
- **Data collection:** Baseline data were collected prior to the workshop to assess participants' exposure to structured debriefing and baseline beliefs regarding psychological safety and access to emotional support. Post-implementation data were collected six weeks post-workshop to assess self-rated confidence, perceived control, intention to use the framework, and reported application of its elements.
- **Analytical Approach:** Descriptive and comparative, focused on change and adherence to TPB assumptions.

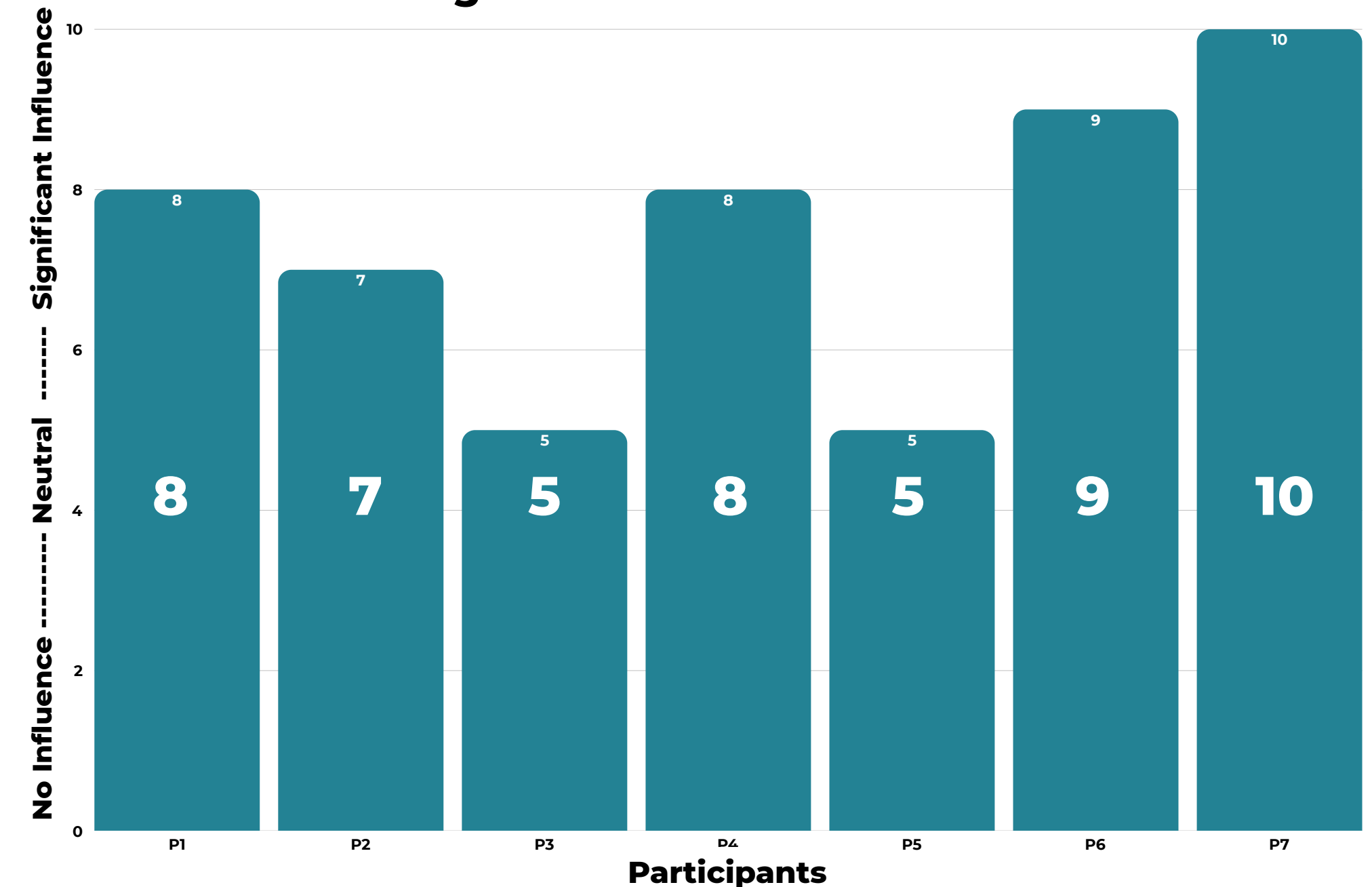
Pre Survey: Gaps Results



Purpose

To pilot a professional development offering providing a comprehensive debriefing model inclusive of quality, safety, and clinician well-being concerns.

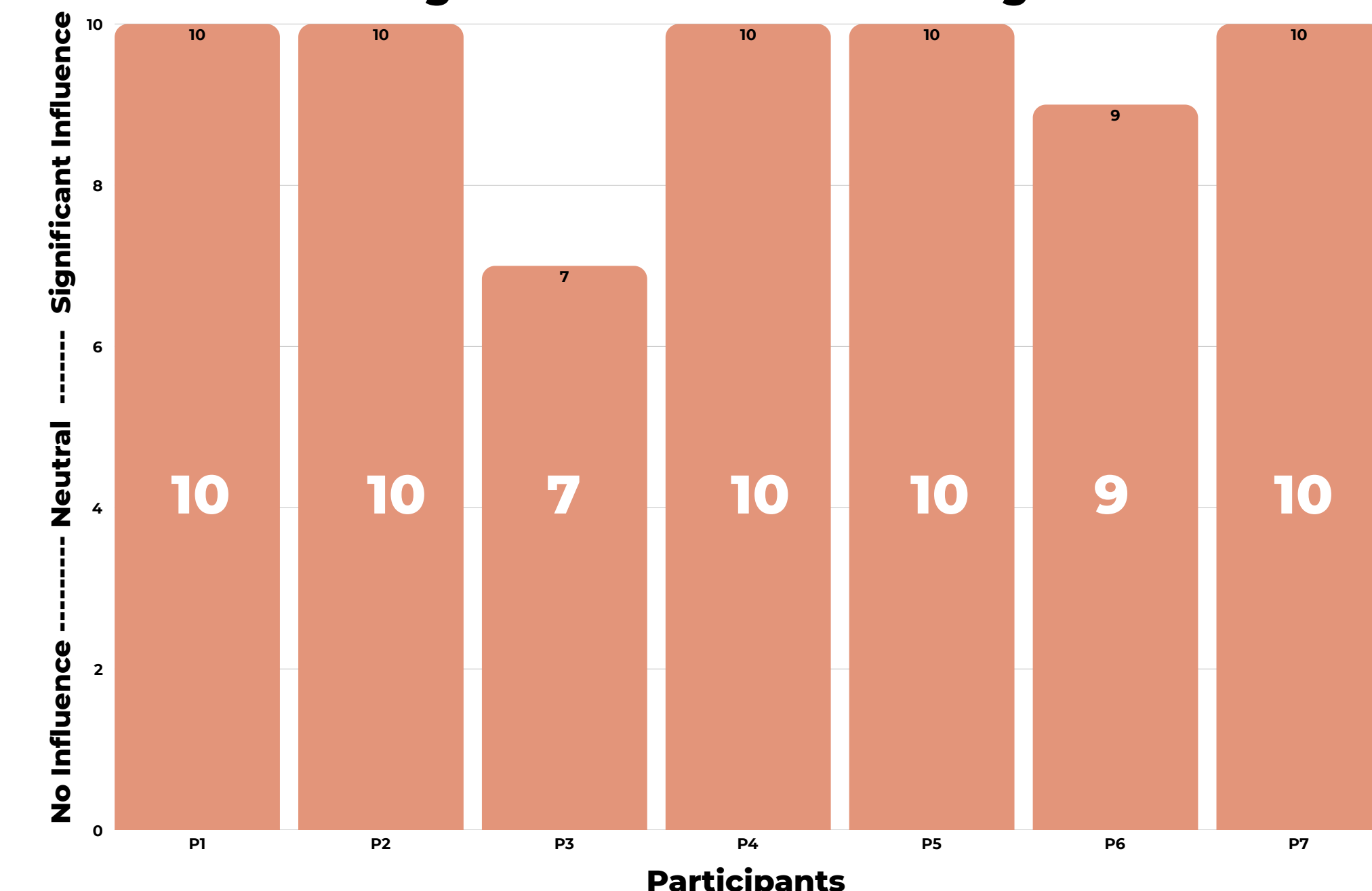
ADPRN Debriefing Framework informed Patient Outcomes



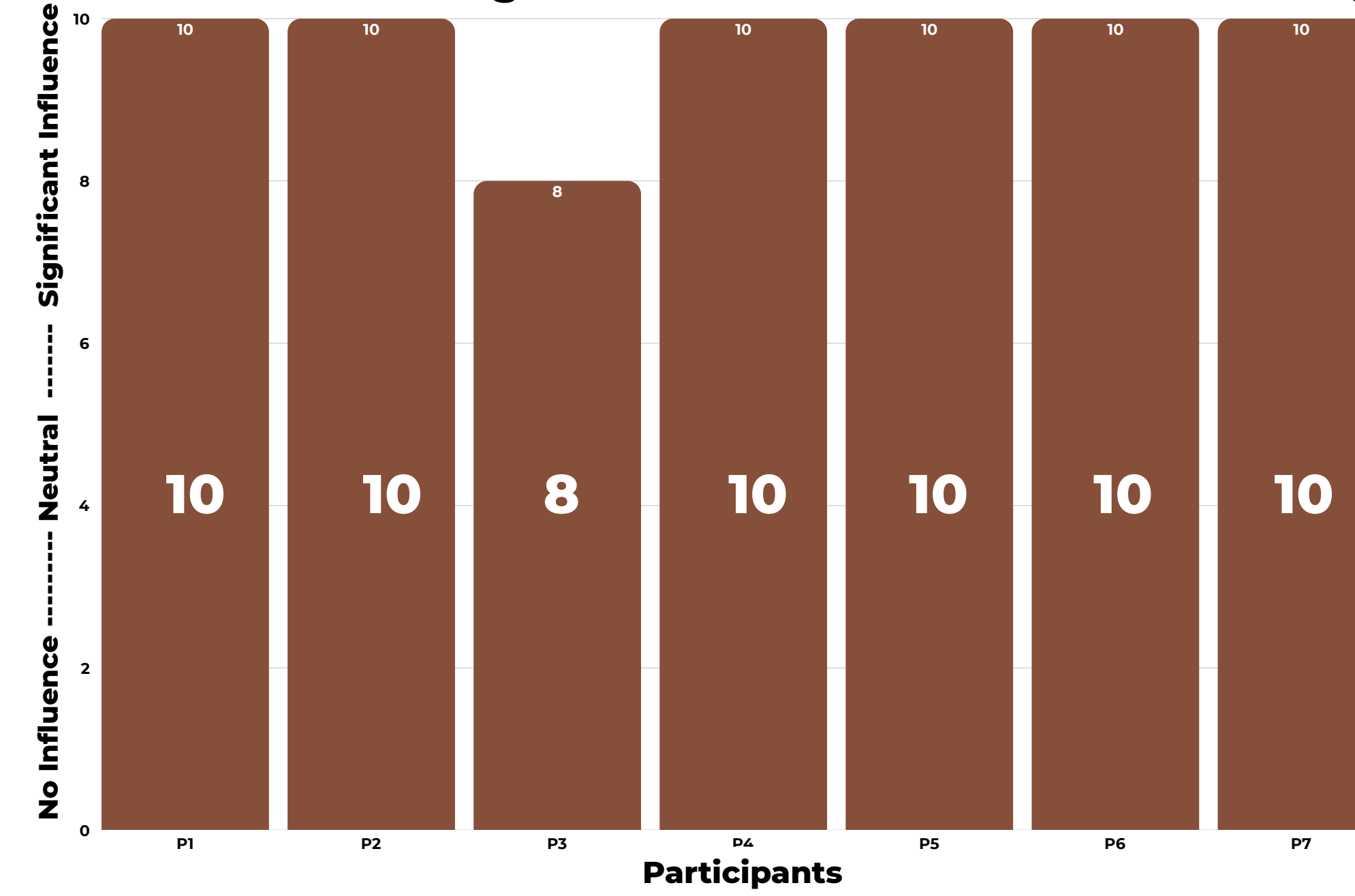
ADPRN Debriefing Framework informed Team Dynamics



ADPRN Debriefing Framework informed Organizational Culture



ADPRN Debriefing Framework informed Staff Well-being



Framework Strengths:

- Responsive to post-pandemic emotional needs & healthcare landscape
- Encourages critical reflection on how staff well-being is assessed and supported
- Provides communication tools to inform a culture of psychological safety outside of formal debriefing
- Cultivates shared language to support clinicians' emotional responses and nervous system regulation
- Fosters interdisciplinary connection and support

Post Survey: Behavior Results



100% of respondents shared:

- confidence in applying the framework
- control over their use of the framework
- the use of a "basic assumption statement" aligned their behavior with their intention to foster psychological safety
- their intent to prioritize emotional support resources in future debriefings
- use of elements of the framework outside of formal debriefing opportunities

Conclusions and Implications

This evaluation demonstrates preliminary support for our framework, which examines common elements of quality and safety concerns in an environment that explicitly supports nervous system regulation.

Nurse educators & leaders can reflect on how their debriefing policies and practices align with this need.

Further research needed to explore this framework:

