

## Background

- High turnover rates are problematic with high stress incidences
- Identifying trigger points to implement debriefings after traumatic events can lead to resilience with nurses and decrease staff turnover improving employee retention
- By educating and supporting employees who work in high stress environments, burn out rates and absences can be reduced

## Practice Change

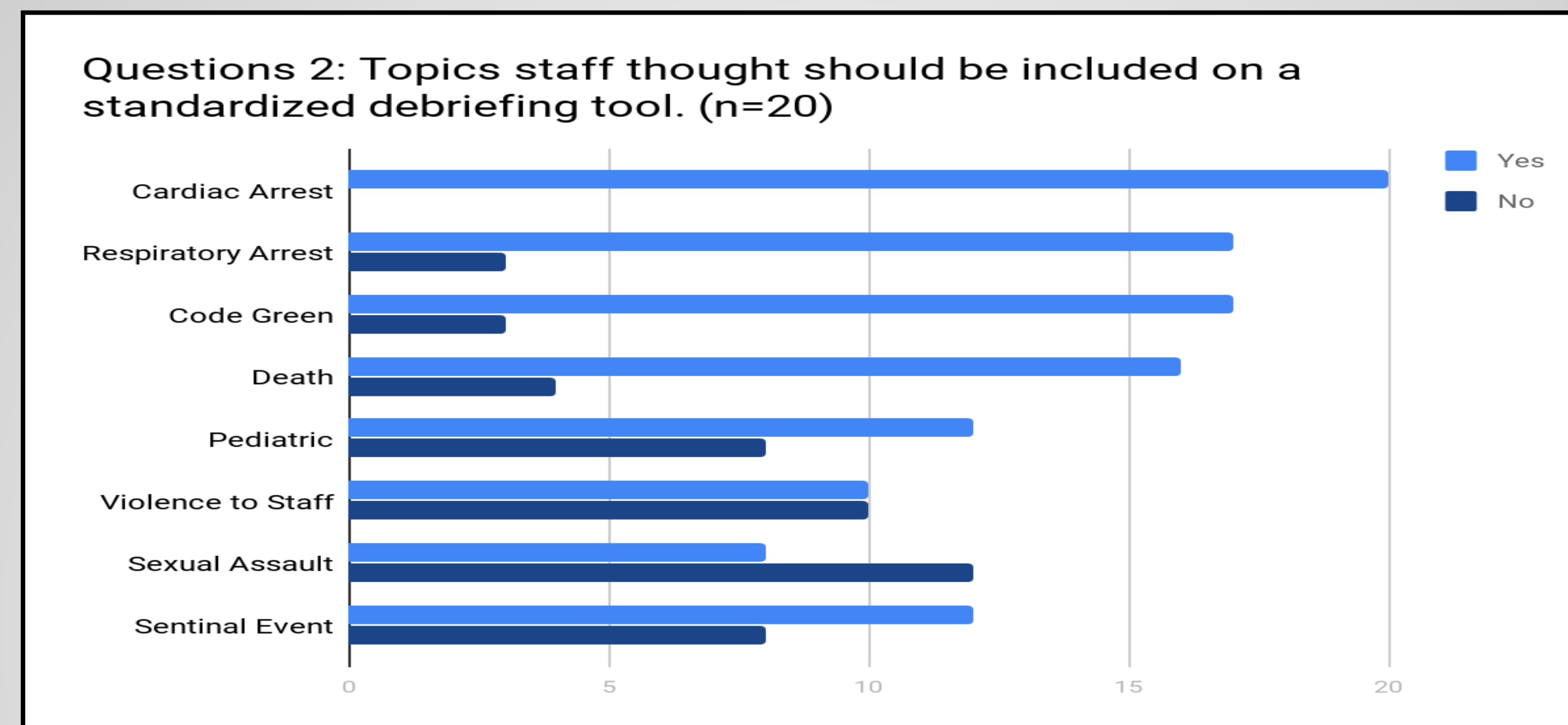
Starting the process of creating a preliminary survey that will be used to create a debriefing tool that will be used after traumatic events

## Methods

1. Present pre-survey to staff including but not limited to management and trauma teams via emails, posters, distribute flyers in staff break rooms and mailboxes
2. Gather pre-survey data to compile information needed to create a debriefing checklist tool.
3. Compile data into graphs to show pre-survey results

## Measures and Results

### Pre-Survey Results



## Summary/Discussion

- **Next Steps:**
  - Gather pre-survey data to compile information needed to create a debriefing checklist tool.
  - Create the debriefing checklist.
  - Pass the data onto a future Residency group for implementation.
- **Barriers of this Study:**
  - Participation of employees in the Emergency Department
  - Lack of time to complete a post survey
  - Global pandemic with social distancing regulations.

## Conclusion

- When surveyed a majority of staff agreed that debriefing is an important tool for the workplace
- Staff generally agree on topics that need to be debriefed
- Staff consensus showed a general lack of offered debriefings
- These findings may indicate that there would be effective implementation of a standardized debriefing tool

### References

- Colville, G. A., Smith, J. G., Brierley, J., Citron, K., Nguru, N. M., Shaunak, P. D., Tam, O., & Perkins-Porras, L. (2017). Coping With Staff Burnout and Work-Related Posttraumatic Stress in Intensive Care. *Pediatric critical care medicine: A journal of the Society of Critical Care Medicine and the World Federation of Pediatric Intensive and Critical Care Societies*, 18(7), e267–e273. <https://doi.org/10.1097/PCC.0000000000001179>
- Schmidt, M., & Haglund, K. (2017). Debrief in Emergency Departments to Improve Compassion Fatigue and Promote Resiliency. Retrieved July 21, 2020, from <https://www.ncbi.nlm.nih.gov/pubmed/28885522>