

THE DEBRIEF AS PART OF SUPERVISION

Debrief process useful in supervision

Debriefing has been referred to earlier in this resource; it is essentially different from professional supervision but may in fact come to the professional supervisor to support the worker.

There are a number of models that you can use to work with someone to debrief about events that have been traumatic. The model below is a brief and reasonable model that you can incorporate into your professional supervision approach.

DEBRIEF is a model designed by Hayley Allan (2009) and demonstrates that debriefing is much more than reflection. It is a series of questions asked of the person which promote recall of the events, evaluation of his or her role in the events, and a psychological review of the impact of the events on the learner's sense of wellbeing, before addressing the cognitive impact and reviewing the account for previous similarities of behaviour.

DEBRIEF model

Describe events as factually as possible

Evaluate what went well/to change next time

Banish emotions/beliefs/assumptions that cloud judgement and development

Review and analyse in light of previous experience (pattern recognition)

Identify lessons learned

Establish follow up actions

Feedback on actions¹

¹ Hayley Allan 2009 <https://www.kcl.ac.uk/lsm/research/divisions/meded/teachers/resources/debrief.pdf>