

## Supplemental Material

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Supplementary Table 1. Debriefing with Good Judgment and TeamGAINS

	<b>Debriefing with Good Judgment</b>	<b>TeamGAINS</b>
Approach	Providing a context for exploring participants' thinking processes and behavior change by combining honesty with curiosity and high regard of participants; help exploring and closing performance gaps	Exploring team interaction processes by combining three debriefing approaches: guided team self-correction <sup>1</sup> , debriefing with good judgment <sup>2</sup> and circular questions <sup>3</sup>
Structure	<ol style="list-style-type: none"> <li>1. Pre-brief to establish psychological safety</li> <li>2. Reactions</li> <li>3. Facts</li> <li>4. Analysis</li> <li>5. Summary</li> </ol>	<ol style="list-style-type: none"> <li>1. Pre-brief to establish psychological safety</li> <li>2. Reactions</li> <li>3. Facts</li> <li>4. Transfer from simulation to clinical work</li> <li>5. Analysis based on expert model via guided team self-correction, good judgment and circular questions</li> <li>6. Summary and re-do (if required)</li> </ol>
Reference and detailed description	<sup>2 4 5</sup>	<sup>6</sup>

## References

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2. Rudolph JW, Simon R, Rivard P, et al. Debriefing with good judgment: Combining rigorous feedback with genuine inquiry. *Anesthesiol Clin* 2007;25:361-76.
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4. Rudolph JW, Simon R, Raemer DB, et al. Debriefing as formative assessment: closing performance gaps in medical education. *Acad Emerg Med* 2008;15(11):1010-6. doi: 10.1111/j.1553-2712.2008.00248.x
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6. Kolbe M, Weiss M, Grote G, et al. TeamGAINS: a tool for structured debriefings for simulation-based team trainings. *BMJ Qual Saf* 2013;22:541-53. doi: 10.1136/bmjqs-2012-000917

Supplementary Figure 1. Illustration of coding process with INTERACT software.

The screenshot shows the INTERACT software interface. The main window displays a list of events for a video recording titled 'Kommunikation'. The events are listed in a table with columns for time, date, and event name. A central control panel shows a video player with a 'Live observation' button and a 'Normal speed' indicator. On the right, a 'Current Codes [SNF\_Codes\_ohnePrefix.ikey]' table lists codes and their attributes.

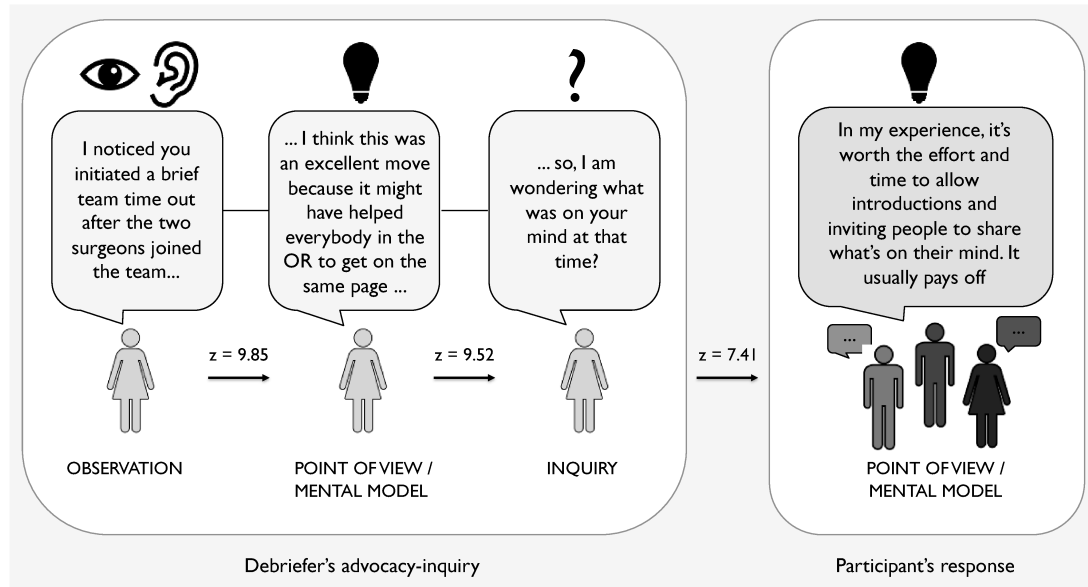
Key	Code	Dur	Excl	Class	Lex.chain	Prefix	EOC
b	Beobachtung		<input checked="" type="checkbox"/>	Kommunikation	SNF_Mas		<input checked="" type="checkbox"/>
e	Bewertung		<input checked="" type="checkbox"/>	Kommunikation	SNF_Mas		<input checked="" type="checkbox"/>
i	Interp_Beob		<input checked="" type="checkbox"/>	Kommunikation	SNF_Mas		<input checked="" type="checkbox"/>
a	Anecdote		<input checked="" type="checkbox"/>	Kommunikation	SNF_Mas		<input checked="" type="checkbox"/>
p	Appreciation		<input checked="" type="checkbox"/>	Kommunikation	SNF_Mas		<input checked="" type="checkbox"/>
D	Demonstration		<input checked="" type="checkbox"/>	Kommunikation	SNF_Mas		<input checked="" type="checkbox"/>
r	Dirty		<input checked="" type="checkbox"/>	Kommunikation	SNF_Mas		<input checked="" type="checkbox"/>
o	Roleplay		<input checked="" type="checkbox"/>	Kommunikation	SNF_Mas		<input checked="" type="checkbox"/>
4	Inq_Offen		<input checked="" type="checkbox"/>	Kommunikation	SNF_Mas		<input checked="" type="checkbox"/>
h	Behavior		<input checked="" type="checkbox"/>	Kommunikation	SNF_Mas		<input checked="" type="checkbox"/>
c	Cognition		<input checked="" type="checkbox"/>	Kommunikation	SNF_Mas		<input checked="" type="checkbox"/>
m	Emotion		<input checked="" type="checkbox"/>	Kommunikation	SNF_Mas		<input checked="" type="checkbox"/>
E	Realism		<input checked="" type="checkbox"/>	Kommunikation	SNF_Mas		<input checked="" type="checkbox"/>
A	Name		<input checked="" type="checkbox"/>	Kommunikation	SNF_Mas		<input checked="" type="checkbox"/>
s	Idea_solution		<input checked="" type="checkbox"/>	Kommunikation	SNF_Mas		<input checked="" type="checkbox"/>

Supplementary Figure 2. Illustration of data coded with INTERACT software.

The screenshot displays the INTERACT software interface. The main window shows a list of coded events with columns for 'Time', 'Key', 'Code', 'Dur', 'Excl', 'Class', 'Lex chain', 'Proto', and 'EDC'. A 'Current Codes' dialog box is open, showing a list of codes with checkboxes for selection. The 'Current Codes' dialog box contains the following table:

Key	Code	Dur	Excl	Class	Lex chain	Proto	EDC
1	Beobachtung		<input type="checkbox"/>	Kommunikation	SNF_Mas	<input type="checkbox"/>	<input type="checkbox"/>
e	Bewertung		<input type="checkbox"/>	Kommunikation	SNF_Mas	<input type="checkbox"/>	<input type="checkbox"/>
l	Interp. Zweck		<input type="checkbox"/>	Kommunikation	SNF_Mas	<input type="checkbox"/>	<input type="checkbox"/>
a	Anecdote		<input type="checkbox"/>	Kommunikation	SNF_Mas	<input type="checkbox"/>	<input type="checkbox"/>
p	Appreciation		<input type="checkbox"/>	Kommunikation	SNF_Mas	<input type="checkbox"/>	<input type="checkbox"/>
D	Demonstration		<input type="checkbox"/>	Kommunikation	SNF_Mas	<input type="checkbox"/>	<input type="checkbox"/>
r	Deny		<input type="checkbox"/>	Kommunikation	SNF_Mas	<input type="checkbox"/>	<input type="checkbox"/>
e	Roleplay		<input type="checkbox"/>	Kommunikation	SNF_Mas	<input type="checkbox"/>	<input type="checkbox"/>
a	Intc_Offen		<input type="checkbox"/>	Kommunikation	SNF_Mas	<input type="checkbox"/>	<input type="checkbox"/>
h	Behavior		<input type="checkbox"/>	Kommunikation	SNF_Mas	<input type="checkbox"/>	<input type="checkbox"/>
c	Cognition		<input type="checkbox"/>	Kommunikation	SNF_Mas	<input type="checkbox"/>	<input type="checkbox"/>
m	Emotion		<input type="checkbox"/>	Kommunikation	SNF_Mas	<input type="checkbox"/>	<input type="checkbox"/>
E	Realism		<input type="checkbox"/>	Kommunikation	SNF_Mas	<input type="checkbox"/>	<input type="checkbox"/>
A	Italem		<input type="checkbox"/>	Kommunikation	SNF_Mas	<input type="checkbox"/>	<input type="checkbox"/>
s	Idea_schleifen		<input type="checkbox"/>	Kommunikation	SNF_Mas	<input type="checkbox"/>	<input type="checkbox"/>

Supplementary Figure 3. Example of debriefers' advocacy-inquiry<sup>1</sup>—a combination of feedback (consisting of an observation and an opinion) and an open-ended question and participants' mental model statements



#### Reference

- <sup>1</sup>Rudolph, J. W., Simon, R., Rivard, P., Dufresne, R. L., & Raemer, D. B. (2007). Debriefing with good judgment: Combining rigorous feedback with genuine inquiry. *Anesthesiol Clin*, 25, 361-376.