Supplemental Material

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Kolbe M, *et al. BMJ Qual Saf* 2023; 32:160–172. doi: 10.1136/bmjqs-2021-014393

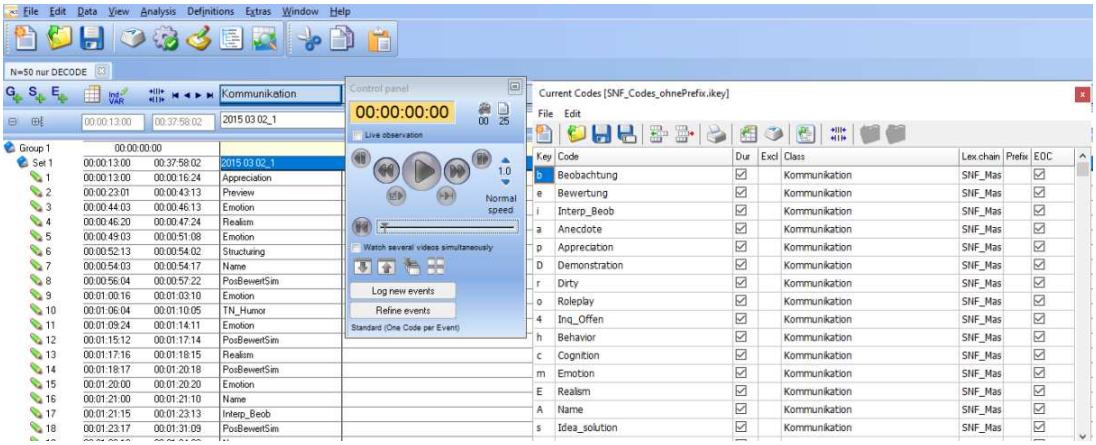
Supplementary Table 1. Debriefing with Good Judgment and TeamGAINS

	Debriefing with Good Judgment	**TeamGAINS**
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 [1], debriefing with good judgment[2] and circular questions[3]
Structure	1. Pre-brief to establish psychological safety 2. Reactions 3. Facts 4. Analysis 5. Summary	1. Pre-brief to establish psychological safety 2. Reactions 3. Facts 4. Transfer from simulation to clinical work 5. Analysis based on expert model via guided team self-correction, good judgment and circular questions 6. Summary and re-do (if required)
Reference and detailed description	2 4 5	6

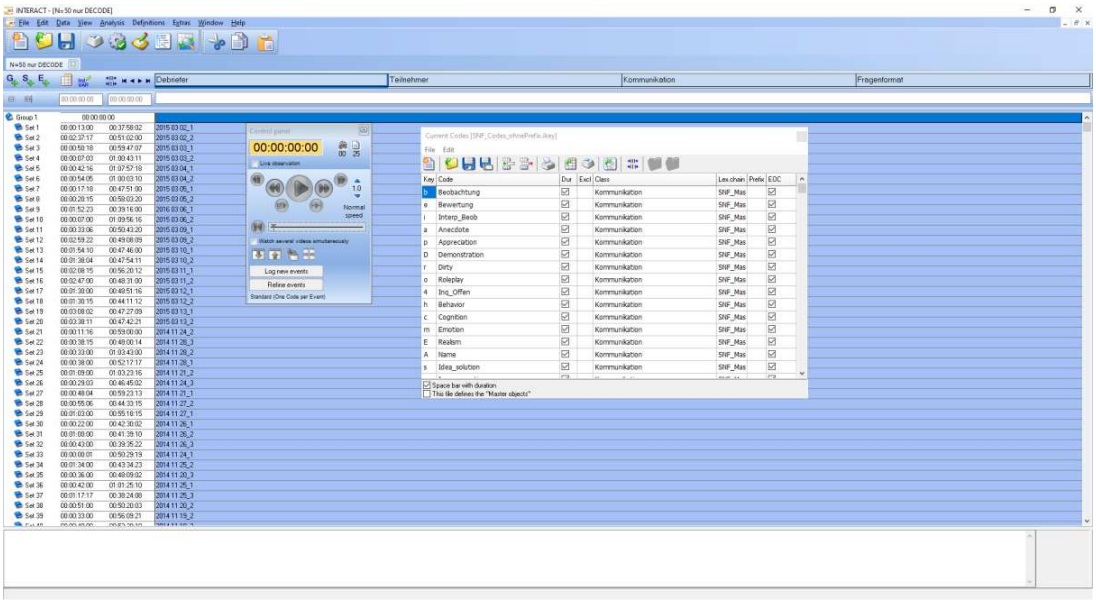
References

1. Smith-Jentsch KA, Cannon-Bowers JA, Tannenbaum S, et al. Guided team self-correction: Impacts on team mental models, processes, and effectiveness. *Small Group Research* 2008;39:303-29.
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.
3. Kolbe M, Marty A, Seelandt J, et al. How to debrief teamwork interactions: using circular questions to explore and change team interaction patterns. *Adv Simul (Lond)* 2016;1(1):29. doi: 10.1186/s41077-016-0029-7
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
5. Rudolph JW, Foldy EG, Robinson T, et al. Helping without harming. The instructor's feedback dilemma in debriefing--A case study. *Simul Healthc* 2013;8:304-16.
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

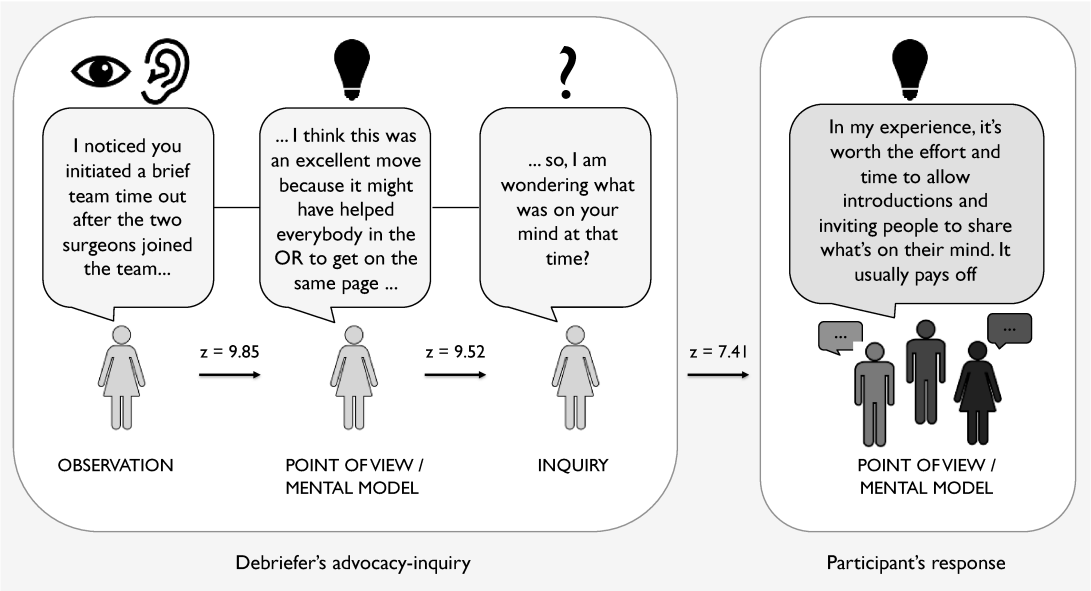
Supplementary Figure 1. Illustration of coding process with INTERACT software.



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



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



Reference

[1]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.