

Psychological Safety

Psychological safety impacts the learners' ability to engage in simulated events and critical reflection. Engagement in these activities is essential in fostering changes in critical behaviors. In order to ensure psychological safety for learners at MSU Texas SIM Center the faculty/facilitators will adhere to the following guidelines:

Provide a pre-brief prior to a complex scenario. Both "Orientation to the Simulated Environment at the Simulation Center" and "Our Mutual Contract for a Successful Simulation Experience" are provided as examples. The pre-brief will serve as an orientation session prior to the start of the simulation-based learning experience in which instructions or preparatory information is given to the participants. During the pre-brief the facilitators will:

- Review the round rules of simulation
- Refer to the "Basic Assumption" Instruct the participants not to discuss the simulation outside of the exercise
- Instruct the participants to maintain the confidentiality of the case
- Acknowledge the artificial environment
- Orient the participants to the simulator and the environment
- Define a length of time for the entire exercise Instruct the participants how to elicit additional resources if needed (e.g. phone and numbers to call)
- Instruct the participants to practice within their professional scope
- Verbalize mistakes are expected and this is our chance to improve our behaviors and ultimately our patients' outcomes.
- Review rules about respect and professional behavior

The facilitators will be expected to have a simulation facilitators' course, or a simulation educator will be involved in the debriefing to manage disruptive behaviors during the simulation or the debriefing. If a learner has obvious or expressed emotional distress because of an event that occurred during the simulation or if the simulation led them to a "real-life" emotional frame, the facilitator will have a one to one discussion with the learner. If the problem may lead to an issue in the clinical setting the participant will be referred to the MSU Texas Employee Assistance Program.