

M&M Debrief Interview Pre-reading

“You can either learn or blame, you can’t do both.”

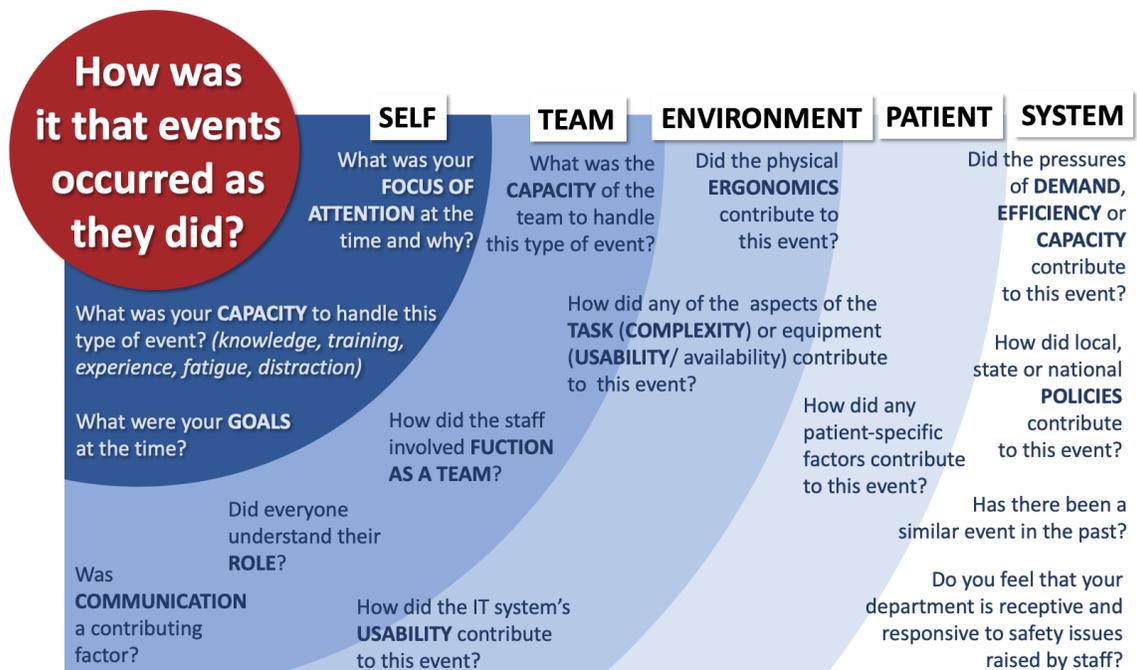
Sidney Dekker

When performing a review, the reviewer has more information than you did at the time. As such, their hindsight and outcome bias can result in judgements on the decisions of the people involved. If you have ever sat in a Morbidity & Mortality meeting which has made you feel uncomfortable - even if you weren't personally involved - that's probably why.

A cognitive debiasing strategy to prevent this is

- Start with the **LOCAL RATIONALITY PRINCIPLE**; people do things that make sense to them given their goals, understanding of the situation and focus of attention at the time – if it didn't make sense to them they wouldn't have done it.
- Ask those involved to **TELL THEIR STORY** of how things occurred the way they did. This story should not just be about self-reflection, it should be self-reflection AND system-reflection as all decisions are context-dependent and context belongs to the system.

This is what we're asking you to do now. Below are some of the questions you can ask yourself; **the RED DOT question is the big one, the others are for you to consider as potential contributors. Start as far back in time as you feel is necessary and head towards the event. DESCRIBE things as you would to a friend/colleague, don't try to explain things.**



Once you have written yourself a paragraph, let's meet up for a coffee to unpack the points you raise – my goal is to understand everything as you did, leaving no room for judgements. The same courtesy will be extended to others involved.

If you [feel hurt by this event](#), it's our role to support and help you through this

- If you feel you need a support-person for the meet-up, that's allowed.
- If you feel you need some support outside the workplace (eg: psychologist), we will take care of that.

On the day, no individuals will be identified, you are free to attend or not, speak up or not. After discussing the incident in context, we will be discussing potential systems changes we could do to decrease the chances of recurrence. If you have any, you can bring those to coffee too.