



DESC Model of Feedback

Step	Use this space to plan your conversation
<p>Describe:</p> <p>Objectively state what you observed using concrete examples</p>	
<p>Effect:</p> <p>Link the action to expected outcomes to reinforce what was done well or raise awareness about a gap</p>	
<p>Solution:</p> <p>Ask the novice nurse to formulate a plan that reinforces expected tasks or creates a plan for future improvement</p>	<p>Think about solutions you can offer if the novice nurse is not sure of the best solution but ask them to come up with their own ideas first.</p>
<p>Conclusion:</p> <p>Check for agreement and commitment to the plan.</p> <p>Is the idea helpful?</p> <p>Can you execute the idea?</p>	

DESC SCRIPT

Scenario

A novice nurse is working with her preceptor during her first week in the OR. The novice nurse is assisting the team by opening sterile supplies to create the back table and prep table. As the team is arranging furniture and maneuvering through the room to complete the set-up, the novice nurse walks between two sterile table set ups. The preceptor observes this action and pauses to see if the novice nurse realizes the mistake. The preceptor asks the novice nurse to step to the side of the room while the surgical scrub is arranging the back table so they can privately talk about aseptic technique.

I observed you walking between two sterile fields while we were completing the set-up **(description)**. Walking between two sterile fields increases the risk of sterile field contamination and, therefore, surgical site infections **(effect)**. In tight spaces with a lot of equipment, it can be tricky to navigate rooms without possibly contaminating items. What do you think you could do differently in the future to avoid walking between two sterile fields?

Preceptor

I didn't realize that I did that, so I appreciate you bringing that to my attention. I can move the sterile fields to ensure that there is enough walking space around the perimeter so that I can walk behind the sterile fields. That will also help to ensure that I can always face the field while maintaining a safe distance to prevent contamination **(solution)**.

Novice Nurse

That is a great reflection. You remembered that you should always face a sterile field when you are walking past it to make sure there is no accidental contamination. That's exactly what I would expect you to know at this point. As you become more familiar with the surgeries and room set-ups, you will also notice that you can think through next steps so that equipment can be placed before the sterile fields are set up. This will also decrease the room traffic and movement around the sterile fields to minimize contamination risk **(conclusion)**.

Preceptor