Integration of TeamSTEPPS Framework and Escape Room to Improve Teamwork and Collaboration

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Problem Statement

Difficulty with communication and teamwork in a large adult emergency department has been identified and senior nursing leadership wanted to enhance collaboration and communication in their workplace. This DNP project leveraged the integration of TeamSTEPPS training and tools in an escape room setting in order to optimize team performance of a group of senior nurse leaders.

- Currently, standard leadership courses, conferences and other didactic learning methods are utilized for teamwork improvement.
- Poor communication and team work can threaten patient safety.
- Escape rooms, live action, team-based exercises, supplemented with TeamSTEPPS tools can assist in optimizing team performance, while keeping the participant engaged in a new learning environment and has been shown to improve leadership skills.

Purpose

An evidence-based Quality Improvement project at a large inner city Adult Emergency Room with senior clinical nurses aimed to:

- Improve communication and teamwork skills.
- Utilize an escape room as a training tactic.
- Assess escape room concept as a training tool.

Goals:

- Short Term: 4-6 members of the quality improvement team will have completed TeamSTEPPS training and familiarization with escape room and exercise so they may train others on TeamSTEPPS utilizing the escape room tactic and team dynamics and leadership improvement for project sustainability.
- Long Term: All SCN Emergency Department nurses will change their leadership skills and improve team cohesiveness by completing an escape room and TeamSTEPPS course.

Methods

Study Design

- 14-week Quality Improvement Project
  - Guided by MAP-IT Framework
  - Includes Observation at staff meetings
  - Weekly check-ins with manager and assistant manager
  - Escape room exercise with TeamSTEPPS training completion of perceptions tools
  - Weekly education on teamwork via email following escape room
  - Completion of pre/post-escape room tools

Sample

- 12 senior clinical nurse (n=12)
  - 1-less than 1 year SCN experience
  - 5-1-4 years SCN experience
  - 6-greater than 4 years SCN experience
  - Including 1 nurse manager
  - Including 1 assistant nurse manager
  - 11 female: 1 male

Results

Escape Room Survey Questions

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<th>Question</th>
<th>1- strongly agree</th>
<th>4-agree</th>
<th>3-Neutral</th>
<th>2-Disagree</th>
<th>1-Strong Disagree</th>
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Note: Not all questions were answered by every participant.

Discussion

This group of ED nurses completed 2 escape rooms and a TeamSTEPPS training and all agreed that an escape room can be a fun way to motivate while providing an effective team building activity.

- This group of nurse leaders validated the integration of TeamSTEPPS tools and strategies in an escape room setting.
- All participants voiced the experience was enjoyable and an engaging way to learn while providing an effective team building activity.
- This small cohort, in line with the literature, demonstrates that new methods of learning such as an escape room should be explored for engaging participants and improving communication and teamwork skills.

Limitations:

- Small sample size
- Time constraints
- Varying escape room exercises
- Lack of demographics
- Not all survey questions were answered by all participants

Further recommendations:

- Larger sample size
- Dedicated time for TeamSTEPPS training and strategies

Conclusions

Escape rooms can be a dynamic and interactive way to promote team training and education. Integration of TeamSTEPPS tools and strategies within the escape room framework provides for an engaging learning environment where participants can deepen their understanding of concepts through active learning. While this was just a small sample in one intercity hospital, new methods for learning should be reviewed for successful teamwork.

References