

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

Suzanna Fitzpatrick, MS, CRNP; Dr. Hazel Jones-Parker, DNP, CRNP, AACRN;
& Dr. Andrea Smith, MBA, DNP, CRNP
University of Maryland School of Nursing

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 (Adams & Crawford, 2018), supplemented with TeamSTEPPS tools can assist in optimizing team performance, while keeping the participant engaged in a new learning environment

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 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

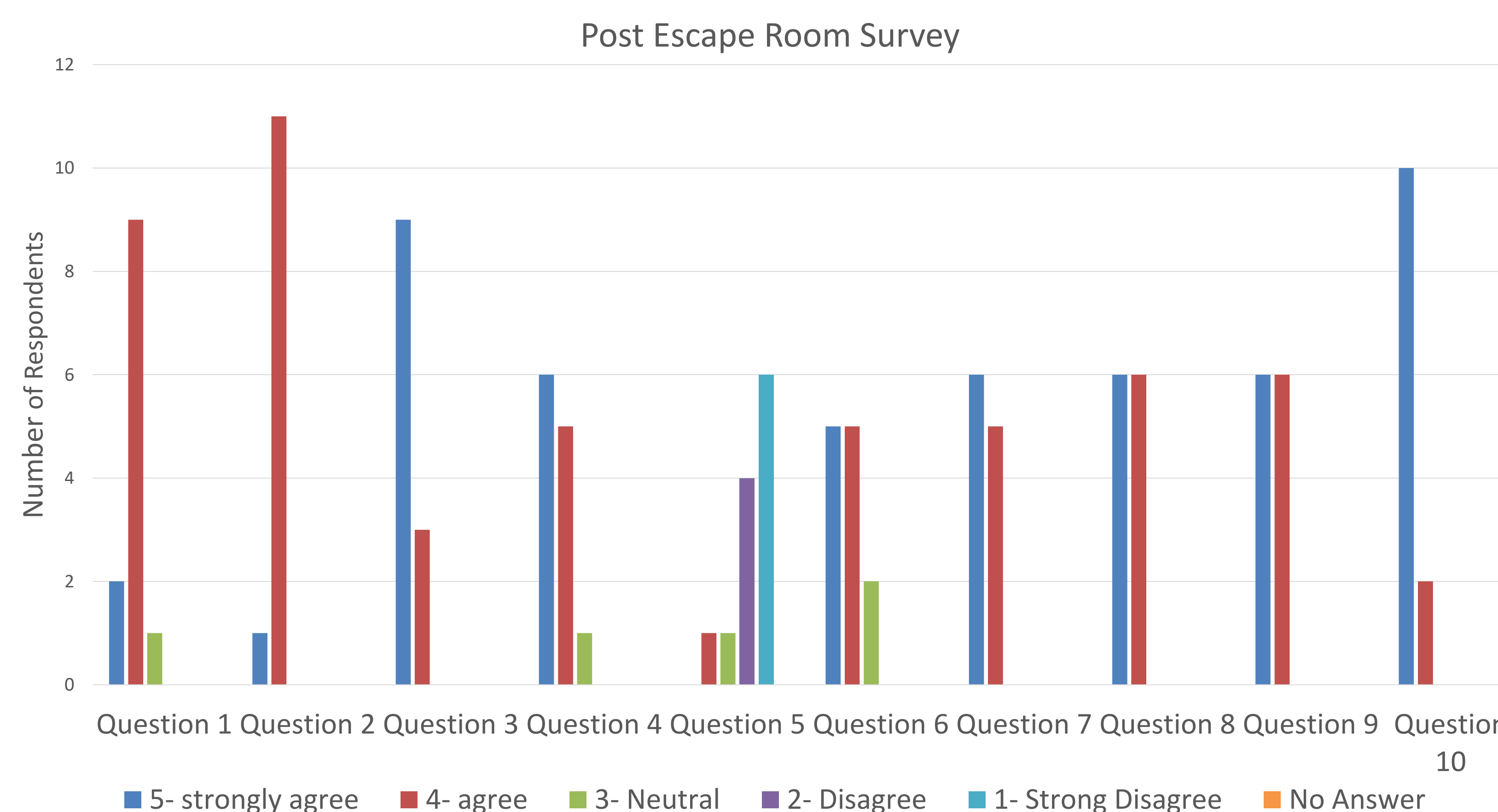
Escape Room Survey Questions

Question	Text
Question 1	I was able to relate elements of the escape room to my clinical setting/environment
Question 2	Some of the interactions I had with colleagues in the escape room are similar to the interactions we have in our team/clinical setting
Question 3	I found the escape room experience to be an engaging and fun way to learn
Question 4	I found this experience to be useful in learning teamwork tools and strategies
Question 5	I would prefer a more formal lecture or PowerPoint to learn
Question 6	This escape room experience motivated me to learn more about working in a team
Question 7	This experience enhanced my perception of the importance of teamwork and communication in teams/clinical settings
Question 8	The escape room experience was an effective team building activity
Question 9	The instructor was knowledgeable about team building and provided helpful tools and strategies for use in my daily work
Question 10	I would recommend the escape room experience to others who are interested in team building

Escape Room Survey Percentage of Respondents Per Question

	5- strongly agree	4- agree	3- Neutral	2- Disagree	1- Strong Disagree
Question 1	16.70%	75%	8.3%	0%	0%
Question 2	8.3%	91.70%	0%	0%	0%
Question 3	75%	25%	0%	0%	0%
Question 4	50%	41.70%	8.3%	0%	0%
Question 5	0%	8.3%	8.3%	33.30%	50%
Question 6	41.70%	41.70%	16.70%	0%	0%
Question 7	50%	41.70%	0%	0%	0%
Question 8	50%	50%	0%	0%	0%
Question 9	50%	50%	0%	0%	0%
Question 10	83.30%	16.70%	0%	0%	0%

Note: Not all questions were answered by every participant



Discussion

This group of ED nurses completed 2 escape rooms with 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 as well as 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

- Adams, V., Burger, S., Crawford, K., & Setter, R. (2018). Can you escape? Creating an Escape Room to facilitate active learning. *Journal for Nurses in Professional Development* 34 (2). E1-E5. doi:10.1097/NND.0000000000000433.
- Sheppard, F., Williams, M., & Klein, V. (2013) TeamSTEPPS and patient safety in healthcare. *Risk Management*. 32(3); 5-10. doi: 10.1002/jmrm.21099.
- Yi, Y. (2015). Effects of team-building on communication and teamwork among nursing students. *International council of nurses*. 63 (1) 33-40. doi: 10.1111/inr.12224.