

Table S1. Debriefing grid with standard structure and suggested questions for the selected NTS

Debriefing Phases	Suggested questions	Recommendations
Description	Opening: "How was the scenario for you?"	
	"Can you describe what happen chronologically?"	Participants describe their view of the events; Allow them to confirm/review the events; Start with the first person on the scenario and include <u>all</u> team members chronologically
Analysis	"What went well?"	<u>Involve all elements</u> Reinforce the positive aspects.
	"If you could repeat the scenario, what would you do differently?"	<u>Involve all elements</u> Explore what needs to improve.
	<i>(Collaborative leadership)</i> "Were all team members sharing the same mental model? Was the information received by one element shared with the rest of the team?" "What words of support were used in the scenario (Can I help?/Thank you/Well done...)"	Allow participants to identify and build on their existing knowledge/skills; Facilitate the identification of gaps; Provide insights and paths to improve knowledge/skills and explore their role/contributions in the team;
	<i>(Effective communication)</i> "How was established the communication between the team members (directed or not)?" "Were the requests clearly stated?" "Was there closed-loop communication? What break the loop?" "Were all team members aware of specific information in a given moment?"	
	<i>(Task management)</i> "What sources of information were available? Were there other sources that you could use?" "What tasks needed to be done? Were there sufficient elements to accomplish these tasks?" "How did you manage this situation?"	
Application	"For you, what is the most relevant take-home message from this scenario/reflection?" "Extrapolating this learning experience to your future clinical practice, if you find yourself in a similar situation, what would you do differently?"	Clarify that there are no right or wrong answers. <u>Involve all elements</u> Allow participants to summarize individual learning objectives and how to link them and implement it in the clinical setting;

Table S2. Feedback grid (based on Pendelton model) with standard structure and suggested questions/comments for the selected NTS

Feedback Phases	Recommendations
Opening: "How was the scenario for you?" "General comments?"	Go through <u>all</u> team members
Ask "What went well?"	<u>Each element</u> should indicate at least one positive aspect.
The instructor reinforces the positive aspects and adds others (if observed).	
Ask "What can be improved?"	<u>Each element</u> should indicate at least one aspect.
The instructor complements with other aspects that needs improvement (if observed)	
Ask the team an action plan	

Specific topics to include in the discussion	Suggested comments
<i>Collaborative leadership</i> <ul style="list-style-type: none"> Exchanging information Supporting team members 	<p>"I've observed that not all team members were sharing the same mental model. Sometimes, the information received by one element was not shared with the rest of the team." Reinforce the advantages of shared mental models.</p> <p>"I've observed that few words of support were used in the scenario (Can I help?/Thank you/Well done...)." Reinforce the advantages for team well-being.</p>
<i>Effective communication</i> <ul style="list-style-type: none"> Clear verbalization Direct requests Close-loop communication 	<p>"I've observed that not all requests were stated clearly" Give examples. Discuss the risks.</p> <p>"I've observed that there was a lack of direct communication between team members." Give examples. Discuss the risks.</p> <p>"I've observed that in some situations the loop of communication was broken." Give examples. Discuss the risks.</p>
<i>Task management</i> <ul style="list-style-type: none"> Identify and utilize available resources Distribution of tasks 	<p>"I've observed that the team did not use all available resources" Indicate the specific resource and discuss how it could be used and advantageous.</p> <p>"I've observed that there was a team member with task overload". Give examples. Discuss the advantages of adequate tasks distribution.</p>