

The After Action Review

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After any new action step, it is important to have a process to debrief what happened and what this means for future action planning - ESPECIALLY if things did not go the way you had hoped. This is true whether the action was one you took on your own or as part of a team project.

Remember, any time you take a new action one of two things will happen.

- 1) You will get the result you expected. Most people will call that *success*.
- 2) You will get something different than what you expected. Most people will call that *failure*. Not true.

The only way to fail is to not take action in the first place. When you take action and get something other than what you expected ... you are at the threshold of a high quality learning experience.

The After Action Review will help you bridge that gap – transforming what you may have labeled failure in the past into a high quality learning experience.

The After Action Review (AAR) is a formal process originated by the US Military for use in debriefing battle experiences. It is simple, brief and powerful. Here are the steps.

1) Prepare for the AAR process.

- a) If this was you taking a personal action, just grab a piece of paper, a pen/pencil and your favorite beverage and run the questions below.
- b) If this was an action one of your teams took as part of a project, then gather everyone involved in the action or its planning.

The more people who were involved in planning or execution of this action you can involve in the After Action Review, the higher the quality of the learning.

2) Run through the After Action Review questions below.

- a) If you are by yourself, ask and answer the questions on paper one at a time.

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b) If this is a team AAR, run the meeting so everyone has a chance to give their answer to the questions below.

- What was your intention going in ... your vision of the outcome we were looking to achieve?**
- What did you do?**
- What happened?**
- What worked?** (There is ALWAYS something that worked. Dig until you find it.)
- What didn't?**

PAYOFF QUESTIONS:

- What did you learn?** (write this down)
- What will you do differently now that you know this?** (write this down)

Roll your learning(s) from this action step into your next one.

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The After Action Review is just one of the Burnout Prevention Tools from StopNurseBurnout.com. Here are even more options ...

1) Buy the book: "*Stop Nurse Burnout – What to do when Working Harder Isn't Working*"

This is the first step-by-step self help guide for nurses to prevent burnout for good. It is a complete system to build a more Ideal Career and a much more balanced life.

[Click Here to learn more and get your copy](#) – including an additional 6 Power Tools at the website.

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2) Visit StopNurseBurnout.com for additional resources and tools to lower stress, build more life balance and a more Ideal Career

- Stress Management and Burnout Treatment and Prevention
- Nurse Leadership Development
- Nurse Wellness and Engagement Resources

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That’s all for now. Keep breathing and have a great rest of your day,



Elizabeth

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