# 15-Minute Active Violence Drill (Ex Employee)

This is an exercise.

You are the Supervisor or Charge Nurse of your Department in your facility.

It is lunchtime at the your facility and the staff are assisting residents with their meals. You glance up and observe a noticeably agitated adult male entering the building. As he enters through the front door, you recognize him as “John Smith”, a disgruntled employee who had recently been terminated as a result of several shouting altercations with the nursing home administrator.

## What would you do?

1. Do you have written plans or procedures for de-escalation techniques?
2. Has anyone taken de-escalation training to help with the situation?
3. What do you do next?
4. What other departments need to be involved? How do you notify them?
5. When do you call 911?
6. What will you do to protect patients, staff and yourself until law enforcement arrives?
7. What are your greatest concerns?

Note: This could expand into a longer tabletop exercise, if desired.

## After action review (AAR) questions to ask:

These questions establish a common understanding of the real situation that occurred or for the exercise scenario presented. The facilitator should encourage and promote discussion around these questions. The differences should be explored:

1. What was supposed to happen?
2. What actually did happen?
3. Why were there differences?

These questions generate reflection about the successes and failures during the event or exercise:

1. What worked? (Identify 3 successes)
2. What didn’t work? (Identify 3 opportunities for improvement)
3. Why?

This question is intended to help identify specific actionable recommendations. The facilitator asks AAR participants for clear, achievable and future-oriented recommendations. Include the successes and improvements from above questions in your AAR:

1. What would you do differently next time?

\*\*\*\*See AAR Report template on next page\*\*\*\*

# After Action Report

Date:

Names of staff participating in this discussion:

STRENGTHS   
List strengths here.

AREAS OF IMPROVEMENT   
List Areas of Improvement here.

RECOMMENDATIONS  
List Recommendations here.

CONCLUSION AND NEXT STEPS  
Insert Conclusion here, who will address issues and what is the timeline for changes.