

What do you Meme I'm Learning?

Using Modern Memes as a Micro-Learning method to recall TeamSTEPPS concepts

Mel Thompson, BSN, RN, CNOR, CST

Purpose:

The purpose of this educational process improvement project is to explore using modern internet Memes as a microlearning method to reinforce recall of TeamSTEPPS concepts after initial education.

Goals of this project include:

- 1) Recognize and recall TeamSTEPPS concepts
- 2) Connect TeamSTEPPS concepts to creating a safe patient care environment
- 3) Recognize the use of modern memes as an effective microlearning method

Background:

The TeamSTEPPS program was implemented throughout our healthcare system to focus on improving patient care, and patient/staff safety through effective teamwork and communication (American Hospital Association, 2023). The TeamSTEPPS concepts introduced to the team included:

***Communication *Leadership *Situation Monitoring *Mutual Support**

To fully connect using the concepts to increase effective communication and teamwork, an activity was used to practice using the tools/strategies. Once the initial education was completed, ongoing education was identified as a need to reinforce the concepts, and encourage the continued use of the tools and strategies. Using modern memes was explored as an alternative education method using micro-learnings to reinforce concepts. The memes were a fun way to reinforce concepts without the team needing traditional education methods. They helped to connect the language of TeamSTEPPS to everyday practice.

Problem:

Reaching all of the perioperative team to ensure understanding, and continued use of TeamSTEPPS concepts can be difficult after the initial education. Patient care can be compromised when team members are not using the same tools/strategies to meet expected outcomes.

Improvement Process:

Using alternative, and varying educational methods can help to enhance learning, and increase recall/retention of information.

(Neimeyer et al., 2019). Memes are a fun way to quickly share information, and reach many people (Reynolds,& Boyd, 2021).

- 1) Modern memes will be created to highlight TeamSTEPPS concepts and their meanings. The memes will be posted around the perioperative department in common areas, and rotated on a monthly basis. Each month will focus on different tools/strategies based on TeamSTEPPS concepts.
- 2) Staff will complete a survey to determine concept recall, and understanding of TeamSTEPPS concepts. An open comment section will be included in the survey to evaluate the perioperative team members opinion of using modern memes as an effective method for recalling/reinforcing TeamSTEPPS concepts.

Outcomes:

- 1) The Perioperative team will report increased levels of recall and understanding of TeamSTEPPS concepts
- 2) Communication strategies and tools will be observed in everyday work
- 3) Patient care errors are reduced

Implications:

- 1) Memes can be seen as an unprofessional method for ongoing education
- 2) Flyer fatigue can lose effectiveness as an educational opportunity

Next Steps:

- 1) Continue to highlight concepts monthly
- 2) Repeat survey to ensure recall and understanding of concepts for current and new team members

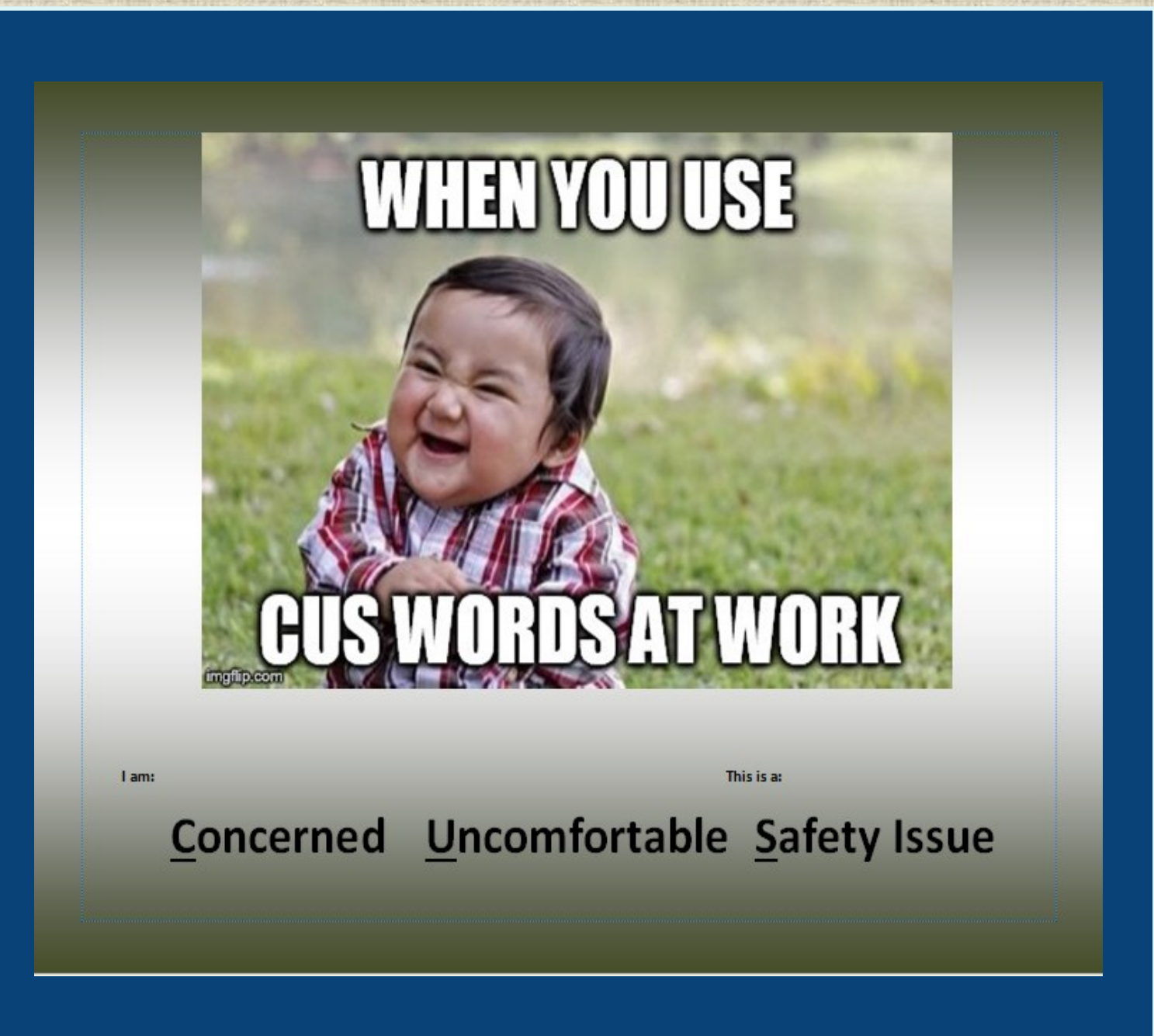
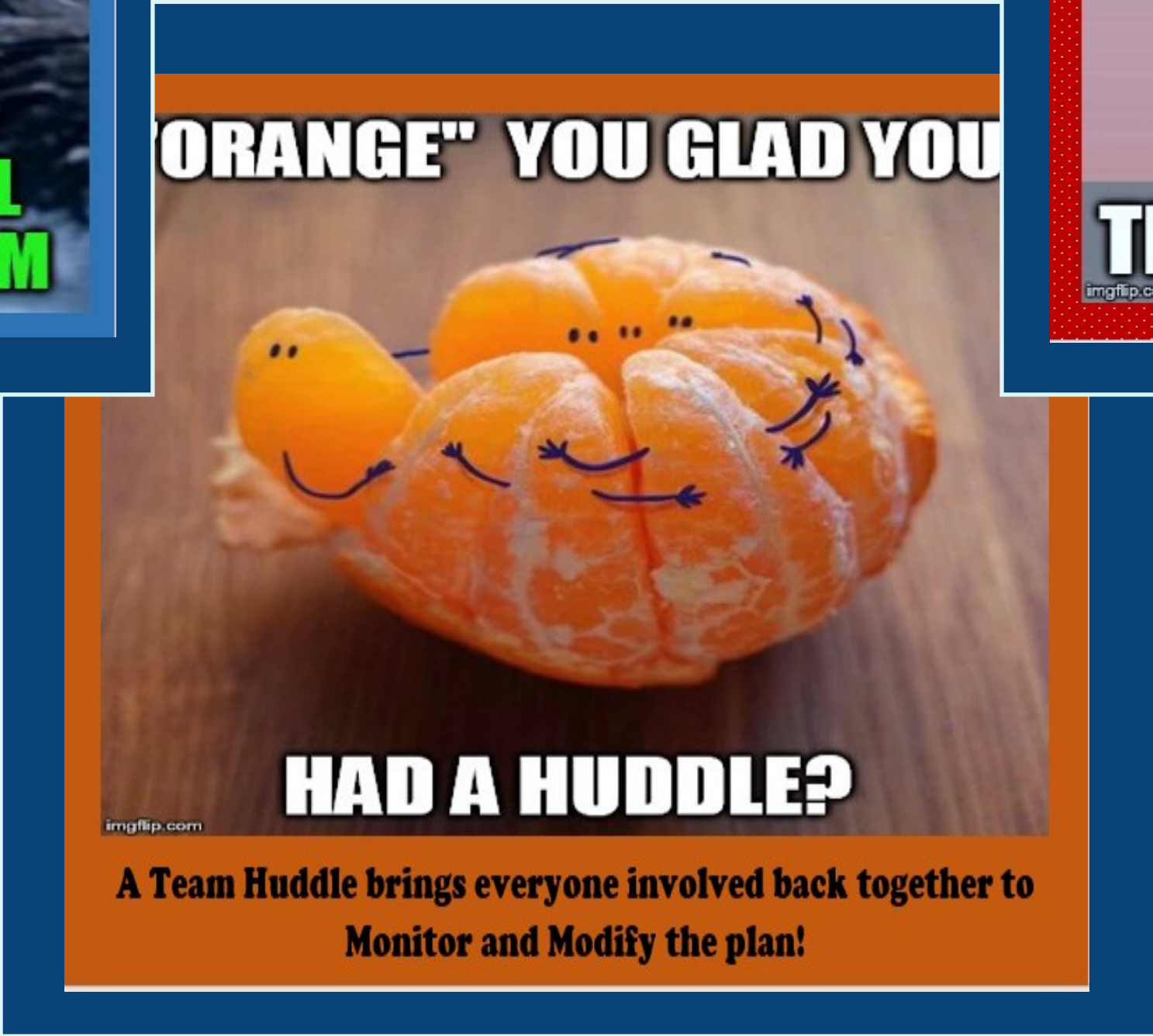
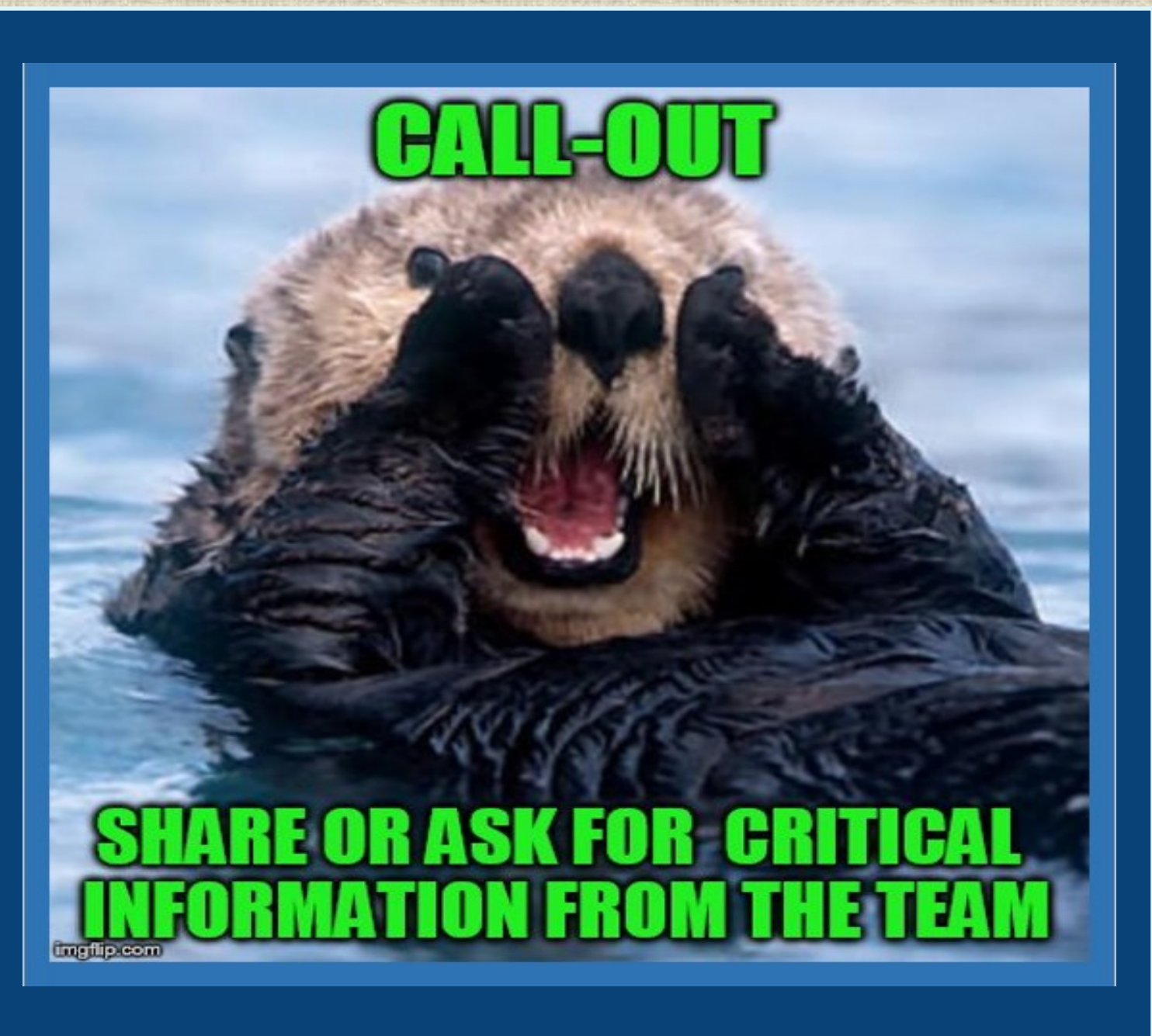
References:

American Hospital Association. (2023). Team training resource Center. <https://www.aha.org/center/team-training/Resources>

Imgflip. (2022). Meme generator. <https://imgflip.com/memegenerator>

Neimeyer, G.J., Minniti, & Taylor, J.M. (2019). Critical conversations in continuing education: Contemporary memes, themes, and dreams. American Psychology Association. 50(2). 63– 69. doi.org/10.1037/pro0000237

Reynolds, S., & Boyd, S. (2021). Healthcare worker's perspectives on use of memes as an implementation strategy in infection prevention: An exploratory descriptive analysis. *American Journal of Infection Prevention*. 49. 969-971. <https://doi.org/10.1016/j.ajic.2020.11.019>



(American Hospital Association, 2023)

(Imgflip, 2022)