



## Curriculum Vitae

### Core Competencies

Psychology and Organizational Behavior, particularly

- Simulation-based training
- Debriefing, speaking up, difficult conversation
- Safety Management
- Scientific research on simulation

### PD. Dr. Michaela Kolbe

Psychologist

Director

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### Vitae

2015 Director, Simulation Center USZ

2014 Habilitation in Work and Organizational Psychology, ETH Zurich

2014 IMS Advanced Simulation Instructor Course at the Center for Medical Simulation, Boston

2012 Visiting Research Scholar at the Center for Medical Simulation, Boston

2011 Visiting Research Scholar am Brooklyn College of the City University of New York

2007-2014 Senior research fellow and lecturer at the Department of Management, Technology, and Economics, ETH Zurich

2007 Dissertation in Psychology, University of Göttingen

### Selected Publications

Kolbe, M., & Rudolph, J. (2018). Embrace your hypocrisy! Reflections on inconsistency as a springboard to advanced feedback and debriefing practice. *BMJ STEL, advance online publication*. doi: 10.1136/bmjstel-2017-000247

Brauner, E., Boos, M., & Kolbe, M. (Eds). (2018). *The Cambridge Handbook of Group Interaction Analysis*. Cambridge: Cambridge University Press.

Seelandt J.C., Grande, B., Kriech, S., & Kolbe, M. (2017). DE-CODE: A coding scheme for assessing debriefing interactions. *BMJ STEL, advance online publication*. doi: 10.1136/bmjstel-2017-000233

Weiss, M., Kolbe, M., Grote, G., Spahn, D. R., & Grande, B. (2017). We can do it! Inclusive leader language promotes voice behavior in multi-professional action teams. *The Leadership Quarterly, advance online publication*. doi:10.1016/j.leaqua.2017.09.002



Kolbe, M., Marty, A., Seelandt, J., & Grande, B. (2016). How to debrief teamwork interactions: using circular questions to explore and change team interaction patterns. *Advances in Simulation*, 1(1), 29. doi: 10.1186/s41077-016-0029-7

Raemer, D.B., Kolbe, M., Minehart, R.D., Rudolph, J.W., & Pian-Smith, M.C.M. (2015). Improving faculty's ability to speak-up to others in the operating room: A simulation-based randomized controlled trial of an educational intervention and a qualitative analysis of hurdles and enablers. *Academic Medicine*, 91, 530-539 doi: 10.1097/ACM.0000000000001033

Kolbe, M., Grote, G., Waller, M., Wacker, J., Grande, B., Burtscher, M.J., & Spahn, D.R. (2014). Monitoring and talking to the room: Autochthonous coordination patterns in team interaction and performance. *Journal of Applied Psychology*, 99(6,) 1254-1267. doi: 10.1037/a0037877.

Kolbe, M., Weiss, M., Grote, G., Knauth, A., Dambach, M., Spahn, D. R., & Grande, B. (2013). TeamGAINS: A tool for structured debriefings for simulation-based team trainings. *BMJ Quality & Safety*, 22, 541-553. doi:10.1136/bmjqs-2012-000917.

### **Research interests**

Debriefings

Speaking up

Simulation-based training and learning

Team interaction

### **Editorial Boards**

BMJ Simulation and Technology-Enhanced Learning

Gruppe. Interaktion. Organisation. Zeitschrift für Angewandte

Organisationspsychologie (GIO)

Advances in Simulation (Associate Editor)