

LEADING CHANGE TOOLKIT™

TO HELP CHANGE AGENTS AND
CHANGE TEAMS MAKE LASTING
IMPROVEMENTS IN HEALTH CARE

NoMAD Tool

Tool's Purpose

To garner understanding of implementation processes, according to constructs of the Normalization Process Theory, from the perspectives of professionals who are directly involved in the implementation of complex interventions in healthcare (Finch et al., 2015).

Brief Tool Description

- 23 items scored using a 11- point Likert scale for three items and a 5- point Likert scale for the remaining 20 items. Four constructs:
 - Coherence (4 items)
 - Cognitive Participation (4 items)
 - Collective Action (7 items)
 - Reflexive Monitoring (5 items)

Knowledge to Action Framework Phase(s):

- Assess barriers/facilitators to knowledge use
- Monitor knowledge use

Available Languages: English, Dutch, Swedish

Source to Access Tool:

- [NoMAD tool](#)
- Dr. Tim Rapley
 - Tool developer of NoMad tool
 - Email: Tim.Rapley@northumbria.ac.uk

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- Dr. Tracy L. Finch
 - Tool developer of NoMad tool
 - Email: tracy.finch@northumbria.ac.uk

Development Article/ Psychometric Article

- Finch, T. L., Girling, M., May, C. R., Mair, F. S., Murray, E., Treweek, S., ... & Rapley, T. (2018). Improving the normalization of complex interventions: part 2-validation of the NoMAD instrument for assessing implementation work based on normalization process theory (NPT). *BMC medical research methodology*, 18(1), 1-13.
- Rapley, T., Girling, M., Mair, F. S., Murray, E., Treweek, S., McColl, E., ... & Finch, T. L. (2018). Improving the normalization of complex interventions: part 1-development of the NoMAD instrument for assessing implementation work based on normalization process theory (NPT). *BMC medical research methodology*, 18(1), 1-17.