

LEADING CHANGE TOOLKIT™

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

Knowledge-to-Action Framework worksheet: Planning for implementation outcomes

Use the guiding questions below to brainstorm how you and your team can evaluate and plan for the eight implementation outcomes that impact a practice change and knowledge use.

| Implementation outcome | Questions for evaluating the implementation outcome | Questions for planning to achieve the outcome |
|------------------------|---|---|
| 1. Acceptability | Does the intervention improve how persons/ patients and/or families experience care? | |
| 2. Feasibility | Does the organization have the resources, staff, and/or equipment to make the practice change? Does staff have the time, skills, training, and/or ability to implement the practice change? | |
| 3. Appropriateness | Is there any aspect of the intervention that could make it inappropriate for health-care providers or the persons/patients and/or families to implement and/or evaluate due to factors such as culture, religion, beliefs, and/or values? | |

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|--------------------------|---|--|
| <p>4. Cost</p> | <p>What costs and resources associated with adapting the practice change to the local context (including time and burden, not just money) need to be considered?</p> <p>How will the costs vary across different settings (if applicable)?</p> | |
| <p>5. Adoption</p> | <p>How will you know if staff made the practice change?</p> | |
| <p>6. Fidelity</p> | <p>What are the key elements of the intervention or practice change that must be delivered to be successful?</p> <p>How will the delivery of the intervention or practice change be assessed?</p> | |
| <p>7. Reach</p> | <p>Who is the intended person/patient group(s) and/or families of the implementation (for example, older adults)?</p> <p>In which settings or sites?</p> <p>How and where will you reach them?</p> <p>How will you know if you reached the appropriate targeted sites?</p> | |
| <p>8. Sustainability</p> | <p>How will you continue to track success?</p> <p>How will you continue to track changes made over time? How will you continue to track provide ongoing feedback?</p> <p>What will happen over the long-term? Consider for both individual health-care providers and organizations.</p> | |

