

# 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 seven 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
Acceptability	Does the intervention improve how persons/ patients and/or families experience care?	
Feasibility	Does the organization have the resources, staff, and/or equipment to make the practice change?  Do staff have the time, skills, training, and/or ability to implement the practice change?	
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?	
Cost	<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>	
Adoption	How will you know if staff made the practice change?	
Fidelity	<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>	
Reach	<p>Who is the intended person/patient group(s) and/or families of the implementation (e.g., 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>	
Sustainability	<p>How will you continue to track success?</p> <p>How will you continue to track changes made over time?</p> <p>How will you continue to track provide ongoing feedback?</p>	

	What will happen over the long-term? Consider for both individual health-care providers and organizations.	
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