



Checklist - Applying the Evidence

	Yes	No	Unclear
1. Is the evidence generalizable to your organizational context? <i>Consider PICOC: type of employees, type of intervention, method or independent variable, the intended outcome/objective, type of organization, sector and contextual factors.</i>			
2. Is the expected value clear? <i>Consider the cost-benefit in two scenarios: one where the solution is effective and one where it is not.</i>			
3. Is it the biggest bang for your buck? <i>Consider: impact—such as effect size—and the cost and ease of implementation.</i>			
4. Is the level of risk acceptable?			
5. Are there ethical issues to consider? <i>Consider: beneficence, respect for persons, justice</i>			
6. Is evidence actionable? <i>Consider: Can we apply this, and if so, how? What should we take into account? What do we need in order to apply this?</i>			
7. Are there moderators and/or mediators to take into account?			
8. Is it clear in what form the evidence can be applied? <i>Consider: type of decision – routine, non-routine, novel/hypercomplex – and format: protocol, checklist, flowchart, decision tree, standard operating procedure (SOP), critically appraised topics (CATs), workshops, training, education, professional development, pilot testing.</i>			