

IRLM – Determinants of Implementation Worksheet

Smith, Rafferty, & Li, 2020

Determinants of implementation are constructs that have been associated with effective implementation. Often, researchers think of determinants as implementation barriers and facilitators, but they can also be mediators, moderators, predictors, and/or outcomes. One of the most comprehensive lists of determinants comes from the Consolidated Framework for Implementation Research (CFIR; Damschroder et al., 2009).

1. From the list of CFIR constructs below, place a checkmark (✓) next to ones that may be germane to your project. It is important to capture all factors that may affect the implementation of your intervention.
2. Circle any determinants that your project may aim to change/alter.
3. For each determinant, operationalize it for your project and add it to your IRLM.

✓	Determinant	Definition
Intervention Characteristics		
	Intervention source	Perception of key stakeholders about whether the intervention is externally or internally developed.
	Evidence strength and quality	Stakeholders' perceptions of the quality and validity of evidence supporting the belief that the intervention will have desired outcomes.
	Relative advantage	Stakeholders' perception of the advantage of implementing the intervention versus an alternative solution.
	Adaptability	The degree to which an intervention can be adapted, tailored, refined, or reinvented to meet local needs.
	Trialability	The ability to test the intervention on a small scale in the organization, and to be able to reverse course (undo implementation) if warranted.
	Complexity	Perceived difficulty of the intervention, reflected by duration, scope, radicalness, disruptiveness, centrality, and intricacy and number of steps required to implement.
	Design quality and packaging	Perceived excellence in how the intervention is bundled, presented, and assembled.
	Cost	Costs of the intervention and costs associated with implementing the intervention including investment, supply, and opportunity costs.
Outer Setting		
	Patient needs and resources	The extent to which patient needs, as well as barriers and facilitators to meet those needs, are accurately known and prioritized by the organization.
	Cosmopolitanism	The degree to which an organization is networked with other external organizations.
	Peer pressure	Mimetic or competitive pressure to implement an intervention; typically because most or other key peer or competing organizations have already implemented or are in a bid for a competitive edge.
	External policies and incentives	A broad construct that includes external strategies to spread interventions, including policy and regulations (governmental or other central entity), external mandates, recommendations and guidelines, pay-for-performance, collaboratives, and public or benchmark reporting.

Inner Setting	
Structural characteristics	The social architecture, age, maturity, and size of an organization.
Networks and communication	The nature and quality of webs of social networks and the nature and quality of formal and informal communications within an organization.
Culture	Norms, values, and basic assumptions of a given organization.
Implementation climate <ul style="list-style-type: none"> - <i>Tension for change</i> - <i>Compatibility</i> - <i>Relative priority</i> - <i>Incentives & rewards</i> - <i>Goals and feedback</i> - <i>Learning climate</i> 	The absorptive capacity for change, shared receptivity of involved individuals to an intervention, and the extent to which use of that intervention will be rewarded, supported, and expected within their organization.
Readiness for implementation <ul style="list-style-type: none"> - <i>Leadership engagement</i> - <i>Available resources</i> - <i>Access to knowledge</i> 	Tangible and immediate indicators of organizational commitment to its decision to implement an intervention.
Characteristics of Individuals	
Knowledge/beliefs about intervention	Individuals' attitudes toward and value placed on the intervention as well as familiarity with facts, truths, and principles related to the intervention.
Individual stage of change	Characterization of the phase an individual is in, as he or she progresses toward skilled, enthusiastic, and sustained use of the intervention.
Self-efficacy	Individual belief in their own capabilities to execute courses of action to achieve implementation goals.
Individual identification with the organization	A broad construct related to how individuals perceive the organization, and their relationship and degree of commitment with that organization.
Other attributes	A broad construct to include other personal traits such as tolerance of ambiguity, intellectual ability, motivation, values, competence, capacity, and learning style.
Process	
Engaging <ul style="list-style-type: none"> - <i>Opinion leaders</i> - <i>Formal internal implementation leaders</i> - <i>Champions</i> - <i>External change agents</i> 	Attracting and involving appropriate individuals in the implementation and use of the intervention through a combined strategy of social marketing, education, role modeling, training, and other similar activities.
Planning	The degree to which a scheme or method of behavior and tasks for implementing an intervention are developed in advance, and the quality of those schemes or methods.
Executing	Carrying out or accomplishing the implementation according to plan.
Reflecting and evaluating	Quantitative and qualitative feedback about the progress and quality of implementation accompanied with regular personal and team debriefing about progress and experience.