

CCBHC-E Implementation Science Pilot Program: Readiness Assessment Resources

Readiness assessments are used to help organizations and leadership determine how prepared they are to engage in change efforts. Readiness assessments can be used to measure a number of things, such as readiness to change practice, readiness to implement a new program, readiness to upgrade technology, readiness to partner with communities, and readiness to collect and use data in decision making processes. The results from readiness assessments can help leaders better understand procedures that drive practice, organizational strategies, needs of the workforce, limits in capacity, and more. Below are examples of tools that are often used to measure readiness.

Readiness Assessments Connected to Specific Frameworks

National Implementation Research Network's (NIRN) [Implementation Stages Planning Tool](#)

- This tool can be used at any point in the implementation process. Including, but not limited to, when considering adopting or initiating a new program or practice or during the implementation process to identify next steps or evaluate opportunities for improvement.

Re-AIM's [interactive planning tool](#)

- This interactive tool guides you through planning considerations across the RE-AIM dimensions that are relevant to your context and stakeholders.

Exploration, Planning, Implementation, & Sustainment (EPIS) [Measures and Tools](#)

- A variety of scales measuring different factors and constructs within the EPIS framework.

Consolidated Framework for Implementation Research [Comprehensive Matrix](#)

- This matrix lists the CFIR constructs that can help conceptualize readiness.

The Agency for Healthcare Research and Quality's TeamSTEPPS Initiative [Organizational Readiness Assessment Checklist](#)

- TeamSTEPPS is an evidence-based set of teamwork tools, aimed at optimizing patient outcomes by improving communication and teamwork skills among health care professionals.

Assessments Related to Staff Readiness to Change

- Psychological Safety Assessment: [Team Learning and Psychological Safety Survey](#)
- [Individual Staff Readiness to Change Assessment](#)

CCBHC-E National Training and Technical Assistance Center

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Important Tips

- ! Readiness assessments may render different results if completed by different people within your organization. For example, managers may believe their staff are ready for a big change, but would the staff agree? It is helpful to involve a variety of people in the readiness assessment process.
- ! Conducting readiness assessments at various timepoint during a project is useful in measuring gains and challenges. For example, at the start of the project, an implementation team may believe they have the right people in place, but 6 months later realize that they are missing key skills or partners at the table. Tracking data from occasional readiness assessments can help organizations understand their progress and learning.
- ! Conducting a readiness assessment on the initiative or program you are implementing is just as important as measuring the readiness to change or organizational readiness to implement.

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