



Healthcare
Improvement
Scotland

ihub

Mental Health Improvement Support Prototyping

Readiness for change tool

This document is designed to help teams assess their readiness for change in preparation for improvement efforts.

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Improvement Hub
Enabling health and
social care improvement

NHS
SCOTLAND

Readiness for change

Teams who are going to undertake mental health improvement work are asked to assess their readiness for change by considering the questions below. The questions are divided into two themes – Team and Organisation – and should be scored according to the following scale: 0- no evidence; 1- some evidence; 2- good evidence.

TEAM QUESTIONS	SCORE OF EVIDENCE
Does the team have the authority and autonomy to change how they work and involve other professionals and teams if desired?	
Do members of the team who are going to be involved in the improvement work already work together?	
Do all members of the team have a voice in decision-making?	
Does the team have a shared idea of what this work will achieve?	

ORGANISATION QUESTIONS	SCORE OF EVIDENCE
Does the team's work contribute to the main objectives of the NHS Board/HSCP?	
Does the team have access to local quality improvement support?	
Do senior leaders in the organisation have an understanding of quality improvement?	
How does the participating team plan to share the results and experience of this work?	

Total score (Team and Organization questions combined):	
Comments:	

Scores: 0 - No evidence

1 – Some evidence

2 – Good evidence

Assessment

The total score listed above should be used to inform your next steps:

- Teams who score <6 are required to undertake further preparation work before commencing improvement work.
- Teams who score between 6 and 11 may need to focus on particular areas before commencing improvement work but are nearly ready.
- Teams scoring 12 and above are ready to start improvement work but should be mindful of areas that may require some attention.