

Practical questions worksheet

Involvement from the Start

1. How will you involve clinicians in the early planning and design stages of rollout? Think about concrete steps you can take to involve them as 'co-architects of change', such as staff-wide consultations and establishing a clinician representative group.

2. What mechanisms can you use to ensure clinician feedback is captured throughout planning, testing, implementation, and review? Think about how you can make giving feedback easy and accessible to all, for example through an anonymous online form.

Education and Training

3. What do clinicians in your organisation/setting currently understand – and misunderstand – about an innovation or technology and how it can be used in their day-to-day life, and how can you tailor training to close those gaps? Consider using case-study examples.

Explain THIS: Clinician Engagement

4. Which training formats (e.g. short videos, on ward demonstrations, peer-led sessions) are most realistic for your clinicians' schedules, and how can you make them easy to access?

5. How will you ensure ongoing training and refreshers are built into normal workflows rather than treated as one off events? For example, could automated reminders and ongoing updates in staff bulletins have a role?

Change Champions

6. Who are the trusted voices in your setting who could serve as credible champions? How will you select them fairly and transparently?

Explain THIS: Clinician Engagement

7. How will you integrate change champions meaningfully into communication, training, and feedback processes rather than treating the role as tokenistic?

Communication and Feedback Loops

8. How will you communicate the rationale for introducing the new technology / innovation – including benefits, limitations, and uncertainties – in a way that feels honest and trustworthy? Consider asking change champions to help.

Explain THIS: Clinician Engagement

9. What communication channels actually reach clinicians in your organisation, and how can you diversify them to avoid over reliance on email? For example, consider team huddles, lunchtime discussions, and display posters.

10. How will you show clinicians that their feedback is being addressed and is shaping decisions, including when suggestions cannot be implemented? For example, consider regular 'you said, we did' email updates.

Day to Day Integration

11. What natural workflow moments can you use to embed discussions without adding extra meetings or emails? Consider in-person touchpoints, such as handovers, huddles, ward rounds and line manager meetings.

Explain THIS: Clinician Engagement

12. How can you support clinicians in adapting new technologies and innovation to meet their individual needs?

Recognition

13. How will you recognise and place value on the time clinicians spend learning, testing, and improving new technologies / innovations so that engagement feels meaningful, not burdensome?

Share progress

14. How will you share tangible impacts and progress with clinicians in a way that encourages them to continue engaging? Consider using case studies and testimonials to highlight the direct positive impact.