**Table 3.1: Questions to Guide Understanding of the Perspectives of Organizational Decision Makers**

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| Who are the decision-making entities within the organization?  |
| What are their agendas, their stake in change or the status quo, and their access to resources? |
| What is the meaning of [focus of program, policy, or practice to be introduced] to decision makers? |
| How do power relations come into play in this setting? |
| What is the relative power among decision-making entities and stakeholders that influence them? How is power exerted? |
| Who controls access to this setting? |
| Who sets the agenda in this setting? |
| Who participates in decision making? On what basis? On whose conditions? |
| Who has voice? What is the relative role and power of experts and of the lay public in agenda setting, problem definition, intervention planning, implementation, and evaluation? |
| What—or who—drives (or blocks) change in this setting? |
| What is the best strategy or strategies for approaching facilitation of the adoption decision?  |
| What is the most effective approach for ongoing, two-way communication between the planning team and decision makers? |
| What, if any, roles will decision makers play in program, policy, or practice uptake after the adoption decision is made? What role and roles would be appropriate for decision makers in this setting? |

Adapted from Poland et al., 2009