**Table 3.2: Adoption Process: Engaging Decision Makers in the Adoption Decision**

|  |  |
| --- | --- |
| **Category (boldface)** and Specific Influences (bulleted) | **Questions to facilitate planning** |
| ***Factors over which the planning team has control*** |
| **Characteristics of intervention*** Nature of the program (complexity, relative advantage, trialability, observability, uncertainty)
* Scope for reinvention (adaptability, flexibility)
* Fit with organizational/stakeholder needs, goals, priorities, skills, work practices
 | -How will decision makers perceive the intervention, including its scope for reinvention?-How will decision makers view the intervention’s fit with organizational goals, priorities, and work practices? -How can we best communicate about the features of the intervention? |
| **Adoption approach/process*** Timing and degree of adopter involvement
* Nature of adoption decision
 | -What is the best approach and timing for working with decision makers? -How might the nature of the adoption decision (e.g., mandated, requested, voluntary) influence the process? |
| ***Factors that can be influenced (to some extent)*** |
| **Leadership and support; resources*** Establishing priorities, consensus
* Investment of resources needed for activities (staff, funding, equipment)
* Organizational slack (uncommitted resources available)
 | -How are decisions to adopt new programs, policies, and practices made in this setting?-What is the best way to work with leadership to establish the intervention as a priority? -What organizational resources can be committed toward the intervention?-What additional resources are needed? |
| **Characteristics of adopters*** Awareness/concern related to [specific area addressed by the program, policy, or practice]
* Support for issue (e.g., prevention, treatment)
* Perceived need
 | -What are the best strategies for communicating/working with decision makers to best instill awareness of, concern about, and an understanding of the need for the intervention? |
| ***Important factors less amenable to influence***  |
| **Characteristics of the organization*** Features such as maturity (+), size (+), complexity (+), centralization ­(-), and formalization (-)
* Norms, openness to change, risk taking, innovation
* System openness-members linked to others outside organization
* Expertise in assessment, planning & evaluation; use of evaluation data, feedback
 | -What are the characteristics of this organization; how can descriptive information inform our approach to the organization? -Do we need to plan additional organizational assessments to better understand the organization?-What are the implications for adoption? |
| **External factors*** Support from inter-organizational networks
* Features of networks (structure, homophily, boundary spanners)
* Political support or opposition
* Intentional spread (dissemination)
* Connection to “research system,” access to information on “what works”
 | -To what inter-organizational networks does this organization belong? -How might networks and external partnerships be engaged to facilitate adoption? -What are likely sources of political support or opposition for the intervention? -Are additional strategies needed to facilitate a more supportive context?  |

Content adapted from Bopp et al., 2013