

## CAPTURE Falls Program

### Readiness for Change Fall Risk Reduction Program Assessment

The purpose of this assessment is to help your fall risk reduction team think about your hospital’s readiness for change as you consider fall risk reduction practice changes. This assessment is not intended to be diagnostic, but rather a tool to spark conversation as you prepare for your fall risk reduction program improvement effort.

Items on this assessment were selected from two existing readiness for change surveys: one focused on individual psychological factors related to readiness for change<sup>1</sup>; the other on organizational structural factors related to readiness for change<sup>2</sup>. We adapted the wording of the items to focus on fall risk reduction as the area under consideration for change, and to better fit what we currently know about the rural hospital/critical access hospital context.

Item	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
<b>Staff in our hospital believe that</b>					
1. our hospital will benefit from a change in our fall risk reduction program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. a change in our fall risk reduction program will improve our ability to provide high-quality patient care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. a change in our fall risk reduction program matches the priorities of our hospital	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. our hospital leaders have put their support behind this effort to make a change in our fall risk reduction program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. in the long run, it will benefit them if our hospital adopts a change in our fall risk reduction program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. a change in our fall risk reduction program will make their job easier	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. they have the skills that are needed to make a change in our fall risk reduction program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. they can learn everything that will be required when we adopt a change in our fall risk reduction program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. they do not anticipate any problems adjusting to the work they will have when we adopt a change in our fall risk reduction program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Leaders in our hospital</b> ( <i>consider leaders broadly as individuals who have an influence on others and may/may not have a formal leadership role/title</i> )					
10. reward clinical innovation and creativity to improve our fall risk reduction program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. provide effective management for continuous improvement of our fall risk reduction program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. promote team building to solve fall risk reduction challenges	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. provide staff with information on performance measures and guidelines relevant to fall risk reduction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. establish clear goals for fall risk reduction processes and outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. provide staff members with feedback and data on the effects of fall risk reduction practice decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. hold staff members accountable for achieving results regarding fall risk reduction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Item	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
17. believe that the current fall risk reduction practices can be improved	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. encourage and support changes in fall risk reduction practices to improve patient care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. are willing to try new fall risk reduction practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. work cooperatively with others in our hospital to make fall risk reduction practice changes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Staff in your hospital</b>					
21. have a sense of personal responsibility for improving our fall risk reduction program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. cooperate to maintain and improve effectiveness of our fall risk reduction program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. are willing to innovative and experiment to improve our fall risk reduction program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. are receptive to change fall risk reduction program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>The following resources are available to us to improve our fall risk reduction program</b>					
25. budget or financial resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. training/education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. clinical expertise	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. quality improvement expertise	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29. facilities/equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30. information technology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31. staffing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. community resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33. In what areas is your hospital most ready for change to improve your fall risk reduction program?					
34. In what areas does your hospital need to put additional effort into increasing readiness for change to improve your fall risk reduction program?					

Survey items selected and adapted from the following resources:

<sup>1</sup>Holt DT, Armenakis AA, Field HS, & Harris SG. Readiness for organizational change: the systematic development of a scale. *The Journal of Applied Behavioral Science*. 2007;43(2):232–255. <https://doi.org/10.1177/0021886306295295>

<sup>2</sup>Helfrich CD, Li YF, Sharp ND, Sales AE. Organizational readiness to change assessment (ORCA): development of an instrument based on the Promoting Action on Research in Health Services (PARIHS) framework. *Implement Sci*. 2009;4:38. doi:10.1186/1748-5908-4-38