<table>
<thead>
<tr>
<th>Flip Chart Factor</th>
<th>Organizational Readiness Survey Item – <em>examples of each Factor in action</em></th>
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</thead>
</table>
| **Flip Chart #1:** | • Involves staff in decisions about client care.  
• Actively solicits staff input to make administrative or organizational changes that will support the use of the new practices.  
• The agency is supportive of changes aimed at improving client outcomes.  
What *challenges* is your agency facing?  
How might you *resolve* those challenges? |
| Leadership/Adaptive |  |
| **Flip Chart #2:** | • Proposes programs that are appropriate and feasible  
• Establishes a clear project schedule and plan  
• Provides or supports training in new practices for staff  
• Holds staff accountable for achieving specified outcomes or results  
What *challenges* is your agency facing?  
How might you *resolve* those challenges? |
| Leadership/Technical |  |
| **Flip Chart #3:** | • Leadership communicates any external wider policy changes with all agency staff in a timely manner.  
• When new policy imperatives dictate changes at the agency level, the staff is informed and trained on these changes  
• My feedback regarding new policies or contextual changes and their impact on practice is actively pursued and used in decision-making  
• Most of the work in the agency is dictated by outside changes in funding and/or policy.  
What *challenges* is your agency facing?  
How might you *resolve* those challenges? |
<p>| External Systems |  |</p>
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| **Flip Chart #4:** Staff’s Attitude to Change | - When changes are implemented, the staff must do most of the work.  
- There is little benefit for me in adopting a new intervention or treatment.  
- The time spent on most required changes could be more beneficially spent on something else.  

What *challenges* is your agency facing?  
How might you *resolve* those challenges? |

| **Flip Chart #5:** Policy/Systems | - Written policy is established committing to evidence-based or evidence-informed practice.  
- The agency has a formal system for reviewing whether staff are using practice with fidelity  
- The agency is open to exploring new evidence-based models of intervention.  

What *challenges* is your agency facing?  
How might you *resolve* those challenges? |

| **Flip Chart #6:** Use of Client Data | - Agency uses specific client-outcome measures to monitor effectiveness of interventions.  
- Client-outcome data are utilized by staff to improve and adapt treatment plans.  
- Families and children are given systematic opportunities to voice needs, concerns and experiences with receiving services  

What *challenges* is your agency facing?  
How might you *resolve* those challenges? |