PRINCIPLES FOR TESTS OF CHANGE

- Test to evaluate if a new idea or innovation will work
  - Adopt/Adapt/Abandon
- Test small
  - N=1
  - One nurse, one shift, one patient, one change-of-shift report
- Engage those interested in testing
  - "Nurse friendly" or "Curious Team Member"
- Don’t wait for a committee approval, go to the committee after you have tested and have some data to support the new changes
- Make a prediction before you test that is a statement of your expectation
  - Compare result of test to prediction to increase learning
- Collect some data (quantitative and qualitative)
- Run multiple tests simultaneously
  - Test several things at once: Communication; Multi-disciplinary Rounds; Coaching; Culture
- It takes many tests to build innovations
  - Sequence of tests

SAMPLE TEST OF CHANGE PROCESS:

**Aim:** The multidisciplinary plan of care is customized to meet the patient’s daily goals

Cycle 1: One nurse elicits daily goals using script
Cycle 2: One nurse customizes the dialogue for each patient
Cycle 3: All nurses on one shift elicit daily goals
Cycles 4, 5, 6, 7…
Cycle 8: One nurse puts daily goals in chart
Cycle 9: One nurse uses white boards in room to communicate goals
Cycle 10: All nurses on one shift put goals on white boards
Cycle 11: Standardize process for identifying and communicating goals
Cycles 12, 13, 14…

(*continue testing cycles until the aim is met*)