

Readiness Thinking Worksheet©

$$R = MC^2$$

This worksheet is designed to help you think about your clinic's readiness to implement CMM. Think about each area of readiness listed on the left. Check off whether you think each area is a challenge or a strength for this innovation. Think about why you checked it the way you did, in case you have the opportunity to talk about it with your colleagues. Reflect on all the areas: which is currently the greatest challenge for implementation? Which is the greatest strength?

		Challenge	Strength
Motivation	Degree to which we want CMM to happen.		
General Motivation	Motivation and commitment to implement CMM at this clinic.		
Advantage	Degree to which CMM seems to be beneficial for this clinic.		
Compatibility	Extent to which CMM fits with how we do things at this clinic.		
Ease of Implementation	Degree to which CMM is able to be implemented.		
Ability to Pilot	Degree to which CMM can be tested and experimented with.		
Observability	Extent to which the small wins from using CMM are visible to others.		
Priority	Importance of CMM compared to other things we do.		
CMM-Specific Capacity	What is needed to make CMM happen.		
CMM-specific Knowledge & Skills	Knowledge, skills, and abilities required to implement CMM.		
Champion	A well-connected person(s) who supports and promotes CMM.		
Resources and Processes for Implementation	Necessary supports, processes, and resources needed to implement CMM.		
Relationships	Relationships with others in the clinic and outside of the clinic that facilitate use of CMM.		
General Capacity	Our overall functioning.		
Culture	Expectations, norms, and values around how things are done at this clinic		
Climate	The feeling of being part of this clinic.		
Structure	Processes that impact how well a clinic functions on a day-to-day basis.		
Innovativeness	Openness to change in this clinic.		
Resource Utilization	Ability to acquire and allocate resources including time, money, effort, and technology.		
Leadership	Types of leaders at this clinic.		
Staff Capacity	The number, experience, and skill level of individuals at this clinic.		

