

OVERCOMING BARRIERS/ACHIEVING CHANGE*

INDIVIDUAL OR GROUP	POSSIBLE INCENTIVES / AIDS TO CHANGE?	BEST WAY TO INFORM / APPROACH / INVOLVE THEM IN THE CHANGE PROCESS?
<p>The team who say “We already do this”</p> <p>Mismatch between perception and reality</p>	<p>Audit practice and provide feedback</p>	<p>Get them to look at the results and discuss issues and possible solutions for improvement</p> <p>Education program for all health staff</p> <p>Academic detailing and practice detailing for clinical staff</p>

*This tool is derived heavily from the NICS barrier tool. Permission has been sought from NICS for the utilisation of this tool. The NICS barrier tool can be accessed upon contact at **National Institute of Clinical Studies**, Fawkner Centre, Level 5, 499 St Kilda Road, Melbourne VIC 3004. **T:** +61 3 8866 0400 **F:** +61 3 8866 0499 **E:** nics@nhmrc.gov.au
W: <http://www.nhmrc.gov.au/nics/asp/index.asp>

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Staff	Positive messages about the benefits of utilising guidelines in clinical care Positive feedback to allied health staff	College support, role models, communication, education (clinic based tutorials, self education, formal lectures, wall posters, continuing education, utilisation of opinion leaders etc)
Knowledge	Provide access to materials CPD points	Interactive educational sessions Decision aids

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Other (e.g.: health systems)	Reassessing processes and outcomes Modifying care	Interactive educational sessions Decision aids
Social, political and financial context	Addressing local, individual perspectives Reviewing models of care	Peer support Rewards

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