

## Useful Analysis Tools

There are several useful tools available to help you anticipate different reactions and counter potential resistance. Two of the most popular ones are given below.

### Tools to Support Change

**TROPICS Framework** – Use this to assess the feasibility and impact of change by evaluating:

- Timeframes
- Resources
- Objectives
- Perceptions
- Interests
- Control
- Source of Change

**Force Field Analysis** – Visualise the forces driving and resisting change to better understand potential barriers and enablers:


Driving and restraining forces might include:

- Past experiences of similar situations
- Supportive management
- Perceptions of current situation
- Fears of increased workload
- Pressure to change from patients
- National policy requirements

## Contact Us

For advice or support on any aspect of clinical audit at NHSBT, contact the Clinical Audit Team:

 [clinical.audit@nhsbt.nhs.uk](mailto:clinical.audit@nhsbt.nhs.uk)

 <https://nhsbloodandtransplant.sharepoint.com/sites/Clinical/SitePages/Clinical%20Audit.aspx>

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# Driving Improvement Through Change and Re-Audit

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Change is a crucial step in the clinical audit cycle. Once recommendations are agreed upon, action must follow to enhance patient care. If standards are already being met, change may not be necessary.



## Implementing Change

Clinical audit is only effective when findings lead to action. Implementing change ensures that identified improvements are achieved and sustained.

### Strategies for Effective Change

To successfully implement change:

**Establish Clear Leadership** – Strong leadership is essential to guide and sustain progress.

**Foster a Positive Culture** – Recognise existing strengths and position audit as a tool for continuous improvement.

**Identify Root Causes** – Investigate underlying issues such as training gaps, resource limitations, or service design.

**Develop a Practical Action Plan** – Outline specific tasks, assign responsibilities, and set realistic timelines.


**Secure Necessary Resources** – Ensure adequate time, staffing, and funding are available to support change.


**Anticipate Impact** – Consider both intended and unintended consequences of proposed changes.

## Overcoming Resistance

One of the best ways to overcome barriers to change is to ensure that anyone who can influence change (see leaflet 2 “The Difference between Clinical Audit and Research” INF451) is involved from the start of the audit.

Engage stakeholders early and acknowledge that change can evoke mixed reactions:

 **Positive** – Seen as a chance for growth, learning, and innovation.

 **Negative** – May trigger anxiety, uncertainty, or resistance.

### Important!

Encouraging open communication, providing reassurance, and involving staff in decision making can help overcome resistance and build commitment to improvement.

## Re-Audit: Measuring Progress

Re-audit is essential to verify improvements and ensure sustained compliance.

**Important:** Only re-audit after the action plan has been fully implemented.

