

# How well is your organisation using evidence and sharing organisational knowledge?

Leadership	1. Nothing in Place Yet	2. In Early Stages	3. Pockets of Good Practice	4. Business as Usual
Use of externally generated evidence →	No demonstrable use of external research evidence and best practice. 1 2 3	Makes best use of the knowledge they already have. 4 5 6	Relevant research evidence has been accessed and evaluated. 7 8 9	Decisions are underpinned by robust evidence which has been evaluated. 10 11 12
Taking a strategic view of using external evidence and organisational knowledge →	There is no strategic commitment to using external evidence or organisational knowledge. 1 2 3	There is some strategic commitment to optimising the use of evidence and organisational knowledge. 4 5 6	The expectation to apply evidence and knowledge is explicit and embedded within strategic documents. 7 8 9	There is a nominated strategic lead, committed resource and established effective processes. 10 11 12
Leadership to support the use of external evidence and organisational knowledge →	There is no visible leadership or support. 1 2 3	Some leaders ensure staff are encouraged and supported. 4 5 6	Some leaders set an example in accessing evidence, sharing and learning from each other. 7 8 9	There is strong leadership from the top at Board level, all leaders act as role models. 10 11 12
Approach to innovation →	There is no process in place to scan and consider innovation. 1 2 3	Teams consider innovations 4 5 6	Some teams seek, assess and 7 8 9	There is an established 10 11 12
Approach to keeping up to date →	Staff are focussed on the internal agenda. 1 2 3			
Demonstrating the impact →	People are sceptical as to the benefits of knowledge sharing and reluctant to commit time. 1 2 3			

Ask your librarian or knowledge specialist to work with you using the self-assessment tool to assess what is working well and what more could be done; to prioritise opportunities to improve the use of evidence and organisational knowledge and to devise and deliver an action plan.

## Health Library and Knowledge Services - business critical instruments of informed decision-making and innovation.

“The library team should be our knowledge stewards in the same way as microbiology are the antibiotic stewards for the Trust.”

Ben Means, Chief of Medicine  
Surrey and Sussex Healthcare  
NHS Trust

Specialist librarians bring the evidence to inform good healthcare decision-making.

Find out more and pledge your support.

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[cilip.org.uk/amilliondecisions](http://cilip.org.uk/amilliondecisions)

<http://tinyurl.com/grxyym4>

Contact your local NHS Library and Knowledge Services Lead to find out more or to arrange a self assessment for your organisation

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