

## Template for Initiatives Needs Assessment:

Kerns 6 step approach:

1. Problem Identification
2. Targeted Needs Assessment
3. Goals and Objectives
4. Educational Strategies
5. Implementation
6. Evaluation and Feedback

1. What is the problem? (think about what area of the issue is in greatest need to be addressed within your program?)

2. Whom does it affect?

3. Who are the stakeholders?

*GME/Hospital/University/Residency Program - GME and Hospital may function separately or together. The politics change the ability to create a Wellness Committee and to obtain funding for it. There may already be a Wellness Committee that needs to be updated. There may already be an overarching Wellness Committee with specific rules/regulations.*

Stakeholder	Role/How are they impacted by the problem?

4) Who needs to be on board for an initiative to succeed?

5) Who are the skeptics/critics?

6) What are strategies to approach these people?

7) Is there support for these programs (people, financial)

8) If there is not an existing support program, how do you plan on addressing any needs for funding? (GME vs Hospital funding vs University funding & are residents willing to put money towards activities)

9) What are some expected barriers to implementing the initiative?

10) How is the issue currently being addressed in your program?

11) Are there any initiatives already in place in other specialties at your institution or at other similar institutions? If so, are you able to share resources with these programs?