

# Appendix J – VOCALISE measure

## Views On Change And Limits in In-patient Settings

### A Staff Perceptions Questionnaire

Developed through the PERCEIVE programme (NIHR)

[www.perceive.iop.kcl.ac.uk](http://www.perceive.iop.kcl.ac.uk)

**CONFIDENTIAL**

#### Notes for Completion

1. Within the NHS approaches to practice often change. We would like to learn more about what staff think of this
2. The aim of this questionnaire is to capture staff perceptions of barriers to change
3. It can be useful to pick up on these barriers so we can see how to improve working practices when changes are implemented on wards
4. Please complete the questionnaire based on your experiences of clinical changes that have already happened
5. Some of these questions will relate to your own practice and some questions will relate to the team generally. If the question relates to the team, try to come up with an average answer.
6. Please use the comments boxes to 'qualify' your answers.
7. Please circle one answer per question.



1. When it comes to change, information is not circulated effectively on my ward.

Strongly Agree

Agree

Slightly Agree

Slightly Disagree

Disagree

Strongly Disagree

1

2

3

4

5

6

2. I feel confident when delivering new changes.

Strongly Agree

Agree

Slightly Agree

Slightly Disagree

Disagree

Strongly Disagree

1

2

3

4

5

6

3. My whole team is regularly consulted about new ideas for ward practices.

Strongly Agree

Agree

Slightly Agree

Slightly Disagree

Disagree

Strongly Disagree

1

2

3

4

5

6

4. I'm too busy to keep up to date with information about the changes that are happening on my ward.

Strongly Agree

Agree

Slightly Agree

Slightly Disagree

Disagree

Strongly Disagree

1

2

3

4

5

6

5. We can easily fit new changes in with our usual ward practices.

Strongly Agree

Agree

Slightly Agree

Slightly Disagree

Disagree

Strongly Disagree

1

2

3

4

5

6

6. I feel disheartened when others do not want to get involved in changes.

Strongly Agree

Agree

Slightly Agree

Slightly Disagree

Disagree

Strongly Disagree

1

2

3

4

5

6

7. I think that managing risk is more important than delivering new changes.

Strongly Agree

Agree

Slightly Agree

Slightly Disagree

Disagree

Strongly Disagree

1

2

3

4

5

6

8. Changes just increase my workload and make my life harder.	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree
	1	2	3	4	5	6
9. It is not clear how all changes that we are asked to make will really benefit my ward.	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree
	1	2	3	4	5	6
10. My teammates think that there is no point trying to implement some changes because they won't work.	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree
	1	2	3	4	5	6
11. I find it de-motivating when new changes do not take patients' wishes into account.	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree
	1	2	3	4	5	6
12. I think that some staff would rather let others take the lead in making changes.	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree
	1	2	3	4	5	6
13. When some staff stop engaging with planned changes resistance spreads through my whole team.	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree
	1	2	3	4	5	6
14. I do not really understand how to deliver some of the changes that are suggested by the management.	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree
	1	2	3	4	5	6

15. Changes are audited to increase their consistent delivery on my ward.

Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree
1	2	3	4	5	6

16. I always challenge team members who are avoiding delivering new changes.

Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree
1	2	3	4	5	6

17. Inadequate staffing prevents changes being successful on my ward.

Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree
1	2	3	4	5	6

18. Poor leadership prevents changes happening on my ward.

Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree
1	2	3	4	5	6

Please rank the top 3 barriers on your ward. You could consider the last 23 barriers mentioned in the questionnaire:

- 1.
- 2.
- 3.

Any Comments?

THANK YOU FOR COMPLETING THIS QUESTIONNAIRE