

Measurement Quick Guide

Matching Questions to Measures

To understand...	Consider measuring...	Common Approaches:
How people are feeling	Wellbeing, burnout, belonging, psychological safety, professional fulfillment	Validated surveys, pulse surveys
If improvement efforts are being implemented	Participation, uptake, completion of activities, implementation milestones	Process measures, tracking tools, project dashboards
Whether people are engaging	Attendance, survey response rates, participation in consultations or co-design	Engagement metrics
How people experience the environment	Culture, inclusion, professionalism, team functioning, learning environment	Culture surveys, focus groups, interviews
Why a problem may be occurring	Context, barriers, lived experiences, root causes	Focus groups, listening sessions, interviews, open-text feedback
Whether changes are leading to improvement	Trends over time	Run charts, pulse checks, repeated measures
Whether unintended consequences are occurring	Workload burden, equity impacts, participation fatigue	Feedback processes, consultations, equity review

Matching the Method to the Purpose

Purpose	Common Approaches
Explore a concern	Listening sessions, interviews, focus groups
Establish a baseline	Survey, needs assessment, environmental scan
Monitor implementation	Process measures, tracking tools
Test a change	PDSA cycles, run charts, pulse checks
Understand lived experience	Qualitative feedback and storytelling
Evaluate outcomes	Validated measures and repeated assessment
Inform decision-making	Multiple sources of evidence interpreted together