Evidence-based practice is about making decisions through the conscientious, explicit and judicious use of the best available evidence from multiple sources by:

1. Asking
   Translating a practical issue or problem into an answerable question

2. Acquiring
   Systematically searching for and retrieving the evidence

3. Appraising
   Critically judging the trustworthiness and relevance of the evidence

4. Aggregating
   Weighing and pulling together the evidence

5. Applying
   Incorporating the evidence into the decision-making process

6. Assessing
   Evaluating the outcome of the decision taken

To increase the likelihood of a favourable outcome, enrol on the course or for more information, visit: cipd.co.uk/evidence-based-hr-management

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