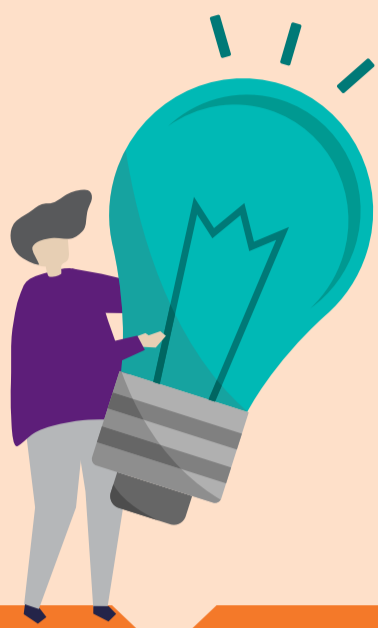


Evidence-based practice

4 sources



- Scientific literature**
empirical studies
- Stakeholders**
values and concerns
- Organisation**
internal data
- Practitioners**
professional expertise

6 steps

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

To enrol on the course or for more information, visit:
cipd.co.uk/evidence-based-hr-management

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