

## IMPLEMENTATION TOOL 1: WHEN SHOULD YOU ADAPT?

### WHEN SHOULD YOU ADAPT?<sup>1</sup>

*Maintaining a program's 'fidelity' means adhering to its core components. However, it may be necessary to make some changes. When should you adapt interventions to fit different cultural traditions?*

Here are six useful criteria:

1. When you think you have a good idea
2. When you have actually tested that idea, and found it to be successful
3. When you are actively interested in trying out the idea in a different cultural setting
4. When you have the needed time, money, and person-power to go forward
5. Members of the different cultural group are known to be interested in your intervention. (In some cases, they may even ask you to conduct it in their setting.)
6. Members of that cultural group are actively willing to collaborate with you in making that intervention a success.

For more information:

Wadud, E. and Berkowitz, B. (n.d.). *Chapter 19. Section 4: Adapting community interventions for different cultures and communities*. Retrieved from The Community Tool Box: <http://ctb.ku.edu/en/table-of-contents/analyze/choose-and-adapt-community-interventions/cultural-adaptation/main>

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<sup>1</sup> This implementation tool was borrowed directly from the following website: <http://ctb.ku.edu/en/table-of-contents/analyze/choose-and-adapt-community-interventions/cultural-adaptation/main>

## IMPLEMENTATION TOOL 2: HOW SHOULD YOU ADAPT?

### HOW SHOULD YOU ADAPT?<sup>1</sup>

*'Adaptation' includes any changes to a program's content and delivery in order to fit specific needs. How should you adapt interventions to fit different cultural traditions?*

Here is one step-by-step approach you can use as a guide. (If you are working within an organization, the same steps will apply to your organization as well.)

1. Ask yourself, honestly: **"Is the intervention is worth adapting?"** It may be good; but is it good enough? Is its potential value high enough to justify the effort you will be putting in? A sincere and thoughtful answer to this question, well before you start, can save you a lot of time and trouble later on.
2. Suppose you decide the intervention is worth adapting. **Do you want to do the adaptation?** Much of the success of your adaptation -- or of *any* intervention -- will depend upon your personal desire. There may be other things you would rather do. So unless you can answer this question with a definite "yes," think very carefully before moving ahead.
3. You may decide that you want to do it. But here's another question: **Is it really your role to direct the adaptation?** Maybe it is; maybe no one else is ready to come forward at all. (If so, ask why.) But maybe the intervention would work better if you didn't direct it. Maybe others should take on the lead responsibility -- which could both make the intervention more successful and empower those others as well. Maybe your best place is on the edges, or in the background.
4. **Check your readiness.** If you do have a role, are you culturally ready to take it on? You might want to ask yourself these questions:
  - o What are your own cultural values and beliefs? How might they be different from those of the target community?
  - o Do you have experience working with the cultural group in question, or with similar groups?
  - o If so, what lessons can you draw from those experiences that might be useful here?
  - o Are you personally ready to take on the potential work of doing the adaptation?
5. **Check the readiness of your target group** - "readiness" works both ways:
  - o Is the cultural group in question ready to work with you?
  - o Is it also *able* to work with you? Does it have the skills and resources that might be necessary?
  - o How is it likely to react to your own cultural tradition? (You will be bringing that tradition to the intervention whether you want to or not.)
6. Depending on your answers to these questions, you may be ready to go ahead. If so, **make the commitment** to do the adaptation. Your external commitment, as well as your internal desire, will be an important ingredient in your success.
7. **Set specific objectives** for the adapted intervention. What, specifically, do you want it to accomplish?

For more information:

Wadud, E. and Berkowitz, B. (n.d.). *Chapter 19. Section 4: Adapting community interventions for different cultures and communities*. Retrieved from The Community Tool Box: <http://ctb.ku.edu/en/table-of-contents/analyze/choose-and-adapt-community-interventions/cultural-adaptation/main>

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<sup>1</sup> Implementation tool borrowed directly from <http://ctb.ku.edu/en/table-of-contents/analyze/choose-and-adapt-community-interventions/cultural-adaptation/main>

## IMPLEMENTATION TOOL 3: ADAPTATION GUIDELINES

### ADAPTATION GUIDELINES<sup>1</sup>

*Here are some general guidelines to follow when adapting a program:*

- **Select programs with the best practical fit to local needs and conditions.**

This will reduce the likelihood that you will need to make any significant adaptations.

- **Select programs with the largest effect size.**

In general, a program with a large effect size is less likely than a similar program with a small effect size to have the relevant outcome reduced by an adaptation.

- **Change capacity before changing the program.**

It may be easier to change the program, but changing local capacity to deliver it as it was designed is a safer choice.

- **Consult with the program developer.**

Consult with the program developer to determine what experience and/or advice he or she has about adapting the program to a particular setting or circumstance.

- **Retain core components.**

There is a greater likelihood of effectiveness when a program retains the core component(s) of the original intervention.

- **Be consistent with evidence-based principles.**

There is a greater likelihood of success if an adaptation does not violate an established evidence-based prevention principle.

- **Add, rather than subtract.**

It is safer to add to a program than to modify or subtract from it.

For more information:

SAMHSA. (2015, October 1). *Step 4: Implement*. Retrieved from

<http://www.samhsa.gov/capt/applying-strategic-prevention-framework/step4-implement>

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<sup>1</sup> Implementation tool borrowed directly from a 2013 SAMHSA website document. This particular reference is no longer available on their website. However, a very similar resource can be found here: <http://www.samhsa.gov/capt/applying-strategic-prevention-framework/step4-implement>

## IMPLEMENTATION TOOL 4: MONITORING IMPLEMENTATION

### MONITORING IMPLEMENTATION<sup>1</sup>

#### *Key Questions While Monitoring and Evaluating Status of Implementation of the Plan*

1. Are goals and objectives being achieved or not? If they are, then acknowledge, reward and communicate the progress. If not, then consider the following questions.
2. Will the goals be achieved according to the timelines specified in the plan? If not, then why?
3. Should the deadlines for completion be changed (be careful about making these changes -- know why efforts are behind schedule before times are changed)?
4. Do personnel have adequate resources (money, equipment, facilities, training, etc.) to achieve the goals?
5. Are the goals and objectives still realistic?
6. Should priorities be changed to put more focus on achieving the goals?
7. Should the goals be changed (be careful about making these changes -- know why efforts are not achieving the goals before changing the goals)?
8. What can be learned from our monitoring and evaluation in order to improve future planning activities and also to improve future monitoring and evaluation efforts?

For more information:

McNamara, Carter. (n.d.) *Basics of monitoring, evaluating and deviating from the strategic plan*. Retrieved from Free Management Library:

<http://managementhelp.org/strategicplanning/implementing-plan.htm>

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<sup>1</sup> Implementation tool borrowed directly from <http://managementhelp.org/strategicplanning/implementing-plan.htm>