



## Saying Yes or No to a New Initiative: A Decision Tool for Leaders

**What to do:** Review the diagram below and the description of the Hexagon Tool on the next page. The next time someone proposes a new initiative for your program, try using the tool to help you decide if the initiative would be a good fit and a good use of available resources. You can also use it during implementation to help diagnose challenges related to contextual fit. Work with a team to encourage discussion and ensure representation of diverse perspectives.

**Why it matters:** When working to reach your program goals, you may recognize a need to try something new to get the results you want. Using this tool can help you be strategic and make well-informed decisions.

Hexagon Tool Diagram

### SYSTEM INDICATORS

#### Capacity to Implement

Staff meet minimum qualifications  
Able to sustain staffing, coaching, training, data systems, performance assessment, and administration

- Financial capacity
- Structural capacity
- Cultural responsiveness capacity
- Buy-in process operationalized
- Practitioners
- Families

#### Fit With Current Initiatives

Alignment with community, regional, State priorities  
Fit with family and community values, culture, and history  
Impact on other interventions and initiatives  
Alignment with organizational structure

#### Need

Target population identified  
Disaggregated data indicating population needs  
Family and community perceptions of need  
Addresses service or system gaps

### INNOVATION INDICATORS

#### Evidence

Strength of evidence — for whom in what conditions:

- Number of studies
- Population similarities
- Diverse cultural groups
- Efficacy or effectiveness

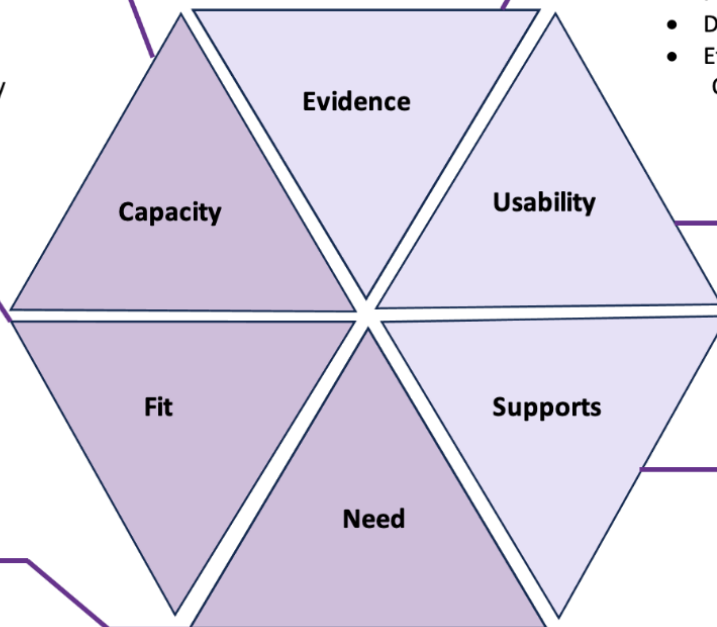
Outcomes — is it worth it?  
Fidelity data  
Cost-effectiveness data

#### Usability

Well-defined innovation  
Mature examples to observe  
Several replications  
Adaptations for context

#### Supports

Expert assistance  
Staffing  
Training  
Coaching and supervision  
Equity impact assessment  
Data systems and technology supports (IT)  
Administration and systems



## About the Hexagon Discussion and Analysis Tool (“The Hexagon Tool”)

The National Implementation Research Network (NIRN) created the Hexagon Tool based on implementation science. Developers grounded the tool in the belief that successful implementation of a program or practice must first consider the impacts on the community that will be affected by the program. The developers designed and tested the process outlined in the diagram shown on page 1 to help leaders consider six factors before they decide whether to adopt a new program, practice, or initiative:

- Need
- Fit
- Capacity
- Evidence
- Usability
- Supports

## Find More Information

The information in this document is based on materials available on the SISEP AI Hub. (SISEP stands for the State Implementation and Scaling-up of Evidence-Based Practices Center.) Visit the [SISEP Active Implementation Hub](#) to get more information about the Hexagon Tool, to see case studies, and to download templates and a full description of the process.

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