



Reflection on Implementing the THRIVE Framework for system change (Wolpert et al., 2019)

When a project comes to an end, it is important to reflect on the process of implementation to ensure that any learning can be carried forward to future projects. The below questions have been put together to support implementation teams to structure their reflections. The questions are based on implementation science literature. A list of sources for further reading is provided at the end.

The questions may form part of a full review of the project or be used just for individual reflection. Key learnings should feed inform future projects and be shared with colleagues as appropriate.

1. Which principle of the THRIVE Framework did you implement?
2. What did you originally set out to achieve?
3. Was the project successful in achieving its aim(s)?
4. Do you think the project can be taken further to deliver more benefit?
5. What impact did the project have on staff?
6. What impact did the project have on the care for children, young people and their families?
7. What were the key factors that supported implementation?
8. What were the barriers to implementation? How did you overcome them?
9. What were the unforeseen challenges in implementation that should be taken into account in the next project?
10. Looking back, what would you have done differently?
11. Do you think the benefits of the project have outweighed the costs?
12. What key learnings are you going to carry forward to future projects?

Useful references

Meyers, D. C., Durlak, J. A., & Wandersman, A. (2012). The quality implementation framework: A synthesis of critical steps in the implementation process. *American journal of community psychology*, 50(3-4), 462-480.

https://www.mindtools.com/pages/article/newPPM_74.htm