

## Critical Appraisal of a Cohort or Panel Study

Appraisal questions	Yes	Can't tell	No
1. <i>Did the study address a clearly focused question / issue?</i>			
2. <i>Is the research method (study design) appropriate for answering the research question?</i>			
3. <i>Were there enough subjects (employees, teams, divisions, organizations) in the study to establish that the findings did not occur by chance?</i>			
4. <i>Was the selection of the cohort / panel based on external, objective and validated criteria?</i>			
5. <i>Was the cohort/ panel representative of a defined population?</i>			
6. <i>Was the follow up of cases/subjects long enough?</i>			
7. <i>Were objective and unbiased outcome criteria used?</i>			
8. <i>Are objective and validated measurement methods used to measure the outcome?</i>			
9. <i>Is the size effect practically relevant?</i>			
10. <i>How precise is the estimate of the effect? Were confidence intervals given?</i>			
11. <i>Could there be confounding factors that haven't been accounted for?</i>			
12. <i>Can the results be applied to your organization?</i>			