

Critical Appraisal of a Controlled 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>Were subjects randomly allocated to the experimental and control group? If not, could this have introduced bias?</i>			
5. <i>Are objective inclusion / exclusion criteria used?</i>			
6. <i>Were both groups comparable at the start of the study?</i>			
7. <i>Were objective and unbiased outcome criteria used?</i>			
8. <i>Are objective and validated measurement methods used to measure the outcome? If not, was the outcome assessed by someone who was unaware of the group assignment (i.e. was the assessor blinded)?</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>			