

# CLOSING THE LOOP | Evidence-based decision making

## RESEARCH QUESTION

**How can organisations foster evidence-based decision making?**

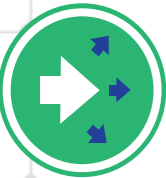
By understanding the factors that explain evidence-based decision making and the obstacles that hinder its practice, managers can effectively increase the use and application of the best available evidence

### SCOPE

We will be focusing particularly on:



**Office buildings & workspaces**  
New buildings and major renovation projects



**Top influencers**  
For workplace and building design features impacting wellbeing and productivity



Both **individual** and **contextual** factors affecting the decision-making process

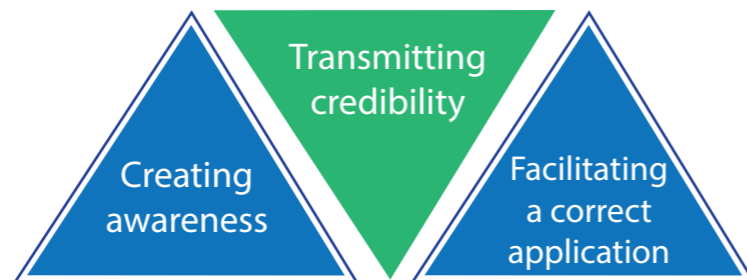
## PREVIOUS RESEARCH

**It works:** Research has studied the benefits from consulting with the best available evidence. It is becoming a standard in other fields like medicine

**It's not happening:** There is a large knowledge gap between research and practice. Managers are often relying on intuition or low quality evidence to make important decisions

### Why isn't it common practice?

Further research is necessary but academic knowledge is often failing to overcome three important stages:



Managers might be unaware and sceptic about the quality and relevance of research. They are also influenced by **cognitive biases**, like an overblown trust in their personal previous experiences as guidance towards decision making

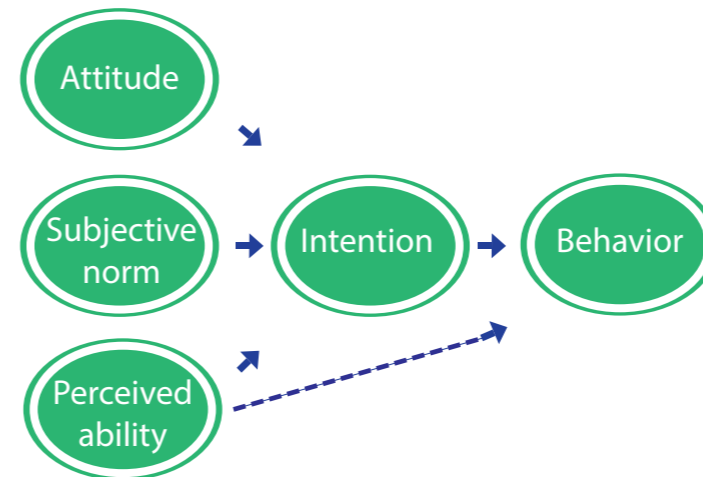
**“Helping management to become a true profession based on a body of knowledge, not on hunches.”**



### AIM

Learn how to foster evidence-based decision making by:

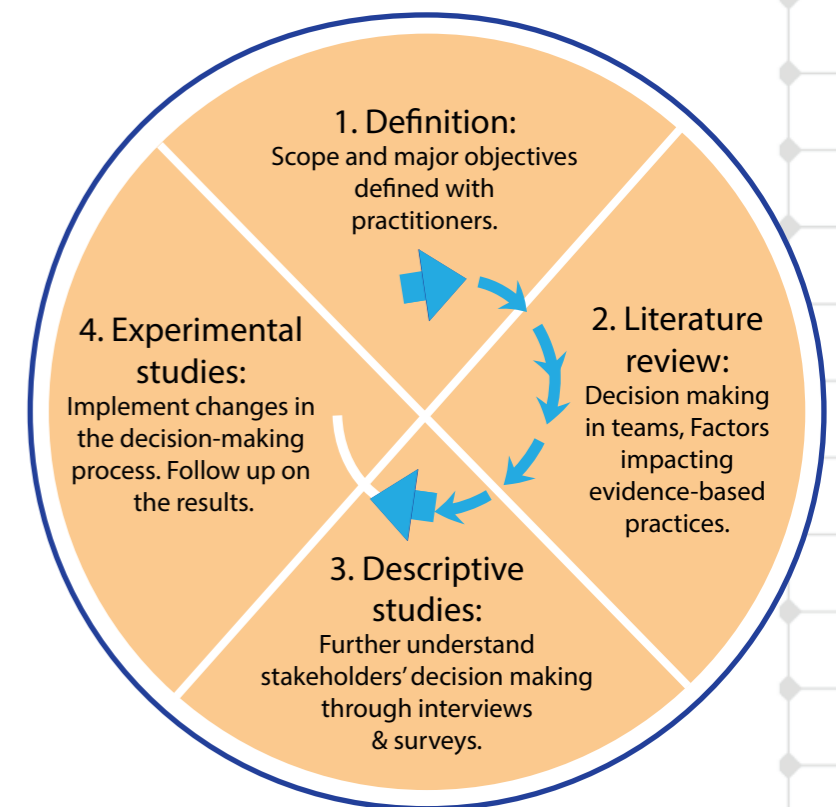
- Exploring practitioners' perception and use of different sources of evidence
- Testing the following model - based on the Theory of Planned Behaviour- to identify the factors that enable evidence-based decision making



- Designing an effective intervention to overcome the major barriers that are hindering the use of the best available evidence

## METHODOLOGY

Currently we are finalizing phase 3 of the cycle:



## ANTICIPATED IMPACTS



**Improved quality of management decisions** through the practice of evidence-based decision making.

**Healthier and more productive workforces** as a result of better workplace designs

## INDUSTRY PARTNERS



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