

Question-Framework Cheat Sheet

Question-Formulation Frameworks — Cheat Sheet (knowledge file)

PRISMA 2020 Item 4 says objectives should be "expressed in terms of a relevant question-formulation framework." Pick the one that fits the study type. Each component becomes a **concept** in Hart's search grid.

Framework	Best for	Components	Example concept mapping
PICO	Effects of an intervention (quantitative)	P opulation, I ntervention, C omparison, O utcome	P: new managers; I: coaching; C: no coaching; O: retention
PICOT	PICO + time horizon	+ T ime	...measured over 12 months
CIMO	Management/HRD — <i>how/why</i> mechanisms (Denyer & Tranfield)	C ontext, I ntervention, M echanism, O utcome	C: remote teams; I: virtual onboarding; M: psychological safety; O: engagement
SPIDER	Qualitative / mixed designs	S ample, P henomenon of Interest, D esign, E valuation, R esearch type	S: frontline staff; PI: experience of upskilling; D: interviews; E: perceptions; R: qualitative
PEO	Qualitative exposure questions	P opulation, E xposure, O utcome	P: nurses; E: burnout; O: turnover intention
PCC	Scoping reviews	P opulation, C oncept, C ontext	P: adult learners; C: micro-credentials; C: corporate L&D
SPICE	Evaluating a service/intervention	S etting, P erspective, I ntervention, C omparison, E valuation	...

Tips for the coach

- For most EHRD/HRD topics, **CIMO** or **SPIDER** is a better fit than clinical PICO.
- One concept per framework component is the default; complex questions may merge two into one concept.
- After choosing components, ask: "Which of these will be the hardest to find good terms for?" — that surfaces where synonym work matters most.