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**Things that researchers should do differently to increase the D&I potential of interventions**

Things that I am doing and plan on doing in the future, in order to try and change research approaches and improve dissemination and implementation research. Number one I think would be to focus really more on observational research to better understand practice based strategies that are being used in real world organizational settings in order to increase the adoption implementation and sustainability of evidenced based practice. Number two, I think I would try and focus more on similar to the practice based research approach, really looking at positive deviants and using that as a tool to try and identify good practices in implementation and use that as a starting point for either adding on or disseminating most strategies to other organizations. And third, I would focus more on conducting pragmatic clinical trials that have more external validity and less stringent inclusion and exclusion criteria.

**KEYWORDS: D&I strategies, Implementation, Junior D&I expert, Participant selection and recruitment, Study design**