

Implementation Citizenship Behavior Scale (ICBS)

Mark G. Ehrhart
mehrhart@mail.sdsu.edu

Gregory A. Aarons
gaarons@ucsd.edu

This measure assesses the behaviors employees perform that exceed their expected job tasks to support the implementation of evidence-based practices (EBPs).

Instructions: Please indicate the frequency with which [INSERT SUBORDINATE NAME] performs each of the following behaviors.

0	1	2	3	4
Not at all	Once in a While	Sometimes	Fairly Often	Frequently, if not Always

Helping Others

1. Assisting others to make sure they implement evidence-based practices properly 0 1 2 3 4
2. Helping teach evidence-based practice implementation procedures to new team members 0 1 2 3 4
3. Helping others with responsibilities related to the implementation of evidence-based practices 0 1 2 3 4

Keeping Informed

4. Keeping informed of changes in evidence-based practice policies and procedures 0 1 2 3 4
5. Keeping up with the latest news regarding evidence-based practices 0 1 2 3 4
6. Keeping up with agency communication (announcements, memos, and so on) related to evidence-based practice 0 1 2 3 4