

## Implementation Citizenship Behavior Scale (ICBS) Scoring Instructions

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

### Abbreviated Items and Scoring

Item #	Scale	Factor Loading	Alpha
	<b>Scale 1: Helping Others</b>		.93
1	Assisting others to make sure they implement EBP	.92	
2	Helping teach EBP implementation procedures	.87	
3	Helping others with responsibilities related to EBP	.86	
	<b>Scale 2: Keeping Informed</b>		.91
4	Keeping informed of changes in EBP policies	.92	
5	Keeping up with the latest news regarding EBP	.88	
6	Keeping up with agency communication related to EBP	.79	
	<b>ICBS Total</b>		.93

### SCORING THE SCALES

The score for each subscale is created by computing a mean score for each set of items that load on a given subscale. For example, items 1, 2, and 3 constitute Scale 1 (Helping Others).

### COMPUTING THE TOTAL SCORE

A mean of the scale scores may be computed to yield the mean score for the total ICBS.

You may contact Dr. Aarons (gaarons@ucsd.edu) for additional information or to request permission to use the measure.