

Implementation Leadership Scale (ILS)

Gregory A. Aarons
gaarons@ucsd.edu

Mark Ehrhart
mehrhart@mail.sdsu.edu

Lauren Farahnak
lfarahnak@ucsd.edu

The ILS assesses the degree to which a leader is Proactive, Knowledgeable, Supportive, and Perseverant in regard to evidence-based practice implementation. There are two versions of the ILS, one for staff to report about their supervisor/leader, and another for supervisors/leaders to report about themselves.

Reference

Aarons, G.A., Ehrhart, M.G., & Farahnak, L.R. (2014). The Implementation Leadership Scale (ILS): Development of a Brief Measure of Unit Level Implementation Leadership. *Implementation Science*.

For information contact Gregory Aarons: gaarons@ucsd.edu

Staff Version

Please indicate the extent to which you agree with each statement.

0 Not at all	1 Slight extent	2 Moderate extent	3 Great extent	4 Very great extent
-----------------	--------------------	----------------------	-------------------	------------------------

Proactive

- 1. [Name of Supervisor] has developed a plan to facilitate implementation of evidence-based practice 0 1 2 3 4
- 2. [Name of Supervisor] has removed obstacles to the implementation of evidence-based practice 0 1 2 3 4
- 3. [Name of Supervisor] has established clear department standards for the implementation of evidence-based practice 0 1 2 3 4

Knowledgeable

- 4. [Name of Supervisor] is knowledgeable about evidence-based practice 0 1 2 3 4
- 5. [Name of Supervisor] is able to answer my questions about evidence-based practice..... 0 1 2 3 4
- 6. [Name of Supervisor] knows what he or she is talking about when it comes to evidence-based practice 0 1 2 3 4

Supportive

- 7. [Name of Supervisor] recognizes and appreciates employee efforts toward successful implementation of evidence-based practice 0 1 2 3 4
- 8. [Name of Supervisor] supports employee efforts to learn more about evidence-based practice 0 1 2 3 4
- 9. [Name of Supervisor] supports employee efforts to use evidence-based practice 0 1 2 3 4

Perseverant

- 10. [Name of Supervisor] perseveres through the ups and downs of implementing evidence-based practice 0 1 2 3 4
- 11. [Name of Supervisor] carries on through the challenges of implementing evidence-based practice 0 1 2 3 4
- 12. [Name of Supervisor] reacts to critical issues regarding the implementation of evidence-based practice by openly and effectively addressing the problem(s) 0 1 2 3 4

Supervisor Version

Please indicate the extent to which you agree with each statement.

0 Not at all	1 Slight extent	2 Moderate extent	3 Great extent	4 Very great extent
Proactive				
1. I have developed a plan to facilitate implementation of evidence-based practice.....				
0	1	2	3	4
2. I have removed obstacles to the implementation of evidence-based practice				
0	1	2	3	4
3. I have established clear department standards for the implementation of evidence-based practice				
0	1	2	3	4
Knowledgeable				
4. I am knowledgeable about evidence-based practice				
0	1	2	3	4
5. I am able to answer staff's questions about evidence-based practice				
0	1	2	3	4
6. I know what I am talking about when it comes to evidence-based practice				
0	1	2	3	4
Supportive				
7. I recognize and appreciate employee efforts toward successful implementation of evidence-based practice.....				
0	1	2	3	4
8. I support employee efforts to learn more about evidence-based practice				
0	1	2	3	4
9. I support employee efforts to use evidence-based practice				
0	1	2	3	4
Perseverant				
10. I persevere through the ups and downs of implementing evidence-based practice				
0	1	2	3	4
11. I carry on through the challenges of implementing evidence-based practice.....				
0	1	2	3	4
12. I react to critical issues regarding the implementation of evidence-based practice by openly and effectively addressing the problem(s)				
0	1	2	3	4