Implementation Citizenship Behavior Scale (ICBS)

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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).

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

<table>
<thead>
<tr>
<th></th>
<th>0 Not at all</th>
<th>1 Once in a While</th>
<th>2 Sometimes</th>
<th>3 Fairly Often</th>
<th>4 Frequently, if not Always</th>
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</thead>
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**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