Reviewer's report

Title: Initiating Aha Moments when Implementing Person-Centered Care in Nursing Homes: A Multi-Arm, Pre-Post Intervention

Version: 2 Date: 08 Feb 2019

Reviewer: Eleanor McConnell

Reviewer's report:

The revised manuscript is substantially improved. I recommend 3 additional minor revisions before final acceptance:

First, the authors should clarify, either in the description of measures or in the tables, the range of the KCCI Dimension scores.

Second, on 5. p. 17, lines 4-6 -- The sentence "Colloquially, the unfreezing or unlearning process has been called "aha" moments within change." is a very important sentence in the discussion section, as it relates to the title of the manuscript. Therefore, I recommend that the authors consider editing their verb choice here. I believe they mean that 'aha' moments signify that someone is entering an unfreezing or unlearning process. So perhaps a better way to phrase this would be "Colloquially, people undergoing a change process often refer to having an "aha" moment." It would be good if they could either cite a reference to this effect, or note that this comes from field notes or personal observation. From my own experience in mentoring individuals and teams as they change, I think they are making an important point -- it would be good to strengthen the point by clarifying it's basis.

Third, I recommend the authors have the manuscript copy edited, as there are a number of misspellings, and grammatical errors, some of which I have noted below under "minor comments"

Minor comments:

1. p. 4. line 7 -- Consider changing the word "prevalent" to "prominent."

2. p. 5, line 41 -- Consider changing from "In contrast, most organization-level change is evolutionary or small continuous adjustments..." to "In contrast, most organization-level change is evolutionary or *involves* small continuous adjustments.."

3. p. 6, Section Header -- Consider changing "Organization" to "Organizational"

4. p. 7, line 43 -- please spell Kansas correctly
Are the methods appropriate and well described?
If not, please specify what is required in your comments to the authors.

Yes

Does the work include the necessary controls?
If not, please specify which controls are required in your comments to the authors.

Yes

Are the conclusions drawn adequately supported by the data shown?
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Yes

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