

## Appendix Table 1. Survey Items for Selected Scales

### Implementation Success Scale (7-point)

(standardized alpha = 0.93)

- Our implementation effort on this program was effective
- The implementation of this program was effective.
- I personally think the implementation of this program was a success.

### Affective Commitment to Change Scale (7-point)

(standardized alpha = 0.93)

- I believe in the value of this program.
- This program is a good strategy for this organization.
- This program serves an important purpose.
- Things could be better without this program (RS).

### Frontline Worker Support for Improvement Program Scale (7-point)

(standardized alpha = 0.91)

- Frontline workers have actively pushed to make this program a success.
- Frontline workers are strongly committed to the successful implementation of this program.
- Frontline workers have expressed doubts about whether this program will really help patients (RS).
- Frontline workers show little interest in this program (RS).
- Frontline workers stress the importance of this program for this hospital.
- Frontline workers take an active interest in this program's related problems and successes.

### Organizational Support for Improvement Program Scale (7-point)

(standardized alpha 0.79)

- I have adequate financial resources to successfully carry out this program.
- I have adequate personnel resources to successfully carry out this program.
- There is a clear action plan for implementing this program.
- The person I directly report to holds me accountable for the results of this program.
- When I experience challenges implementing this program I get the support from management I need to overcome them.

### Behavioral Commitment to Improvement Program Scale (6-point)

(standardized alpha 0.86)

*We are interested in understanding what you do while implementing the falls quality improvement program. How often, if at all, do you:*

- Engage in one-on-one conversations with staff about the program
- Discuss program during unit meetings
- Provide feedback to individual staff members on their personal performance related to the program
- Modify or re-design the program during or after program implementation
- Review data on your unit's performance related to the program
- Share data or feedback on your unit's performance related to the program to staff

### Professionalism Scale (4-point)

(standardized alpha 0.65)

*Regarding your primary practice/work environment:*

- You present yourself in a professional manner.
- You address conflicts between two members of your staff or a member of your staff and someone not reporting to you with a defined resolution for both parties.
- You are understanding of the cultural differences of patients and your staff in your practice environment.