



## ICTP Adapted Organizational Readiness for Implementing Change (ORIC) Measure: Lead Agencies or Communities Scaling up the Triple P System of Interventions

Organizational readiness is broadly defined by members' psychological and behavioral preparedness to implement organizational change. Organizational readiness is an important factor to the successful implementation of a program as it examines the degree to which members are "likely to initiate change, exert greater effort, exhibit greater persistence, and display more cooperative behavior" (Shea, Jacobs, Esserman, Bruce, & Weiner, 2017, p. 2) resulting in effective implementation in the change process.

The following items were adapted from Shea and colleague's (2014) Organizational Readiness for Implementing Change (ORIC) for use with the Triple P – Positive Parenting Program resulting in a two-factor model with two subscales labeled Change Commitment (items 1, 3, 5, 7, 9) and Change Efficacy (items 2, 4, 6, 8, 10). Subsequent use of the measure showed that reliability for the Change Commitment and Change Efficacy Scales were stronger at the organizational level ( $\alpha = .98$  and  $\alpha = .97$ , respectively) than at the individual-level ( $\alpha = .72$  and  $\alpha = .51$ , respectively).

### Response Scale:

1 = disagree, 2 = somewhat disagree, 3 = neither agree nor disagree, 4 = somewhat agree, 5 = agree

**Scoring Instructions:** Calculate the sum across all items. Lower scores represent less organizational readiness for implementing change; Higher scores represent a more favorable organizational readiness for implementing change

1. People who work here are committed to implementing and scaling-up Triple P across the county/region.
2. People who work here feel confident that they can keep track of progress towards implementing and scaling-up Triple P across the county/region.
3. People who work here will do whatever it takes to implement and scale-up Triple P across the county/region.
4. People who work here feel confident that the organization can support local agencies as they adjust to Triple P.
5. People who work here want to implement and scale-up Triple P across the county/region.
6. People who work here feel confident that they can handle the challenges that might arise in implementing and scaling-up Triple P across the county/region.



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7. People who work here are determined to implement and scale-up Triple P across the county/region.
  8. People who work here feel confident that they can coordinate tasks so that implementation and county/region-wide scale-up goes smoothly.
  9. People who work here are motivated to implement and scale-up Triple P across the county/region.
  10. People who work here feel confident that they can manage the politics of implementing and scaling-up Triple P across the county/region.

#### References

- Shea, C. M., Jacobs, S. R., Esserman, D. A., Bruce, K., & Weiner, B. J. (2014). Organizational readiness for implementing change: A psychometric assessment of a new measure, *Implementation Science*, *9*, 1-15. doi: 10.1186/1748-5908-9-7