T1 Data

The first half of the dataset consists of data collected from participants at the collection (T1). This data was used for the factor analysis as it contained the most responses. The purpose of the follow-up data was to establish temporal stability of the measures.

The TCU-ORC data is contained in variables A1-D19. The full original data is provided here.

The final items/variables retained in the final dataset after factor analysis were:

Factor 1 (Clinic Organisational Climate): B1, B3, B10, B16, B19, C7, D7, D11, D14, D21, D25, D26, D28, D29

Factor 2 (Motivational Readiness for Change): A1, A3, A4, A5, A6, A7, A8, A10

Factor 3 (Individual Change Efficacy): C8, C9, C10, C11, C18

These variables can be added to create the scale totals that resulted from the analysis.

Similarly, the ORCA subscales labelled A-K can be totalled individually, and an ORCA total scale score.

The MIND scale does not have subscales and is totalled with all 11 items.

The CARI subscales labelled A-H can be totalled individually as sub-scales, and all items can be totalled for a total CARI score.

	Label / Question Participant ID	Level	Coding/Values
	Participant ID		
	1	Nominal	
ender	Gender	Nominal	1 Male 2 Female
ace	Race	Nominal	 Black/African Asian/indian White Coloured Other
ace_other	Specify other race	String	
ighest_Qualificat n	Highest qualification achieved	Nominal	1 Completed high school 2 Completed high school 3 Some tertiary ediaction, but no degree 4 Diploma in health care 5 Bachelor's degree 6 Masters degree 7 Doctoral degree or equivalent 8 Other_specify
ac ig	ce_other chest_Qualificat	ce_other	ce_other Specify other race String chest_Qualificat Highest qualification achieved Nominal

	Specify_qualificati	Specify other qualification	String	
6	on			
7	Pro_Medicine	Profession medicine	Nominal	1 Yes 2 No
8	Prof_Counselling	Profession counselling	Nominal	1 Yes 2 No
9	Prof_Nursing	Profession nursing	Nominal	1 Yes 2 No
10	Prof_SocialWork	Profession social work	Nominal	1 Yes 2 No
11	Prof_Psychology	Profession psychology	Nominal	1 Yes 2 No
12	Prof_Administrati on	Profession administration	Nominal	1 Yes 2 No
13	Profession_Other	Other profession	Nominal	1 Yes 2 No
14	Specify_other_pro f	Specify other profession	String	
15	Prof_Length	How long have you been working in your profession	Ordinal	1 0-6 Months 2 6-11 Months 3 1-3 Years 4 3-5 Years
16	Working_at_clinic	How long have you been working at this clinic	Ordinal	5 Over 5 years 1 0-6 Months 2 6-11 Months 3 1-3 Years 4 3-5 Years
16	A1	Clinical staff at your facility needs guidance in - assessing patients needs	Ordinal	5 Over 5 years 1 Strongly Disagree 2 Disagree 3 Uncertain 4 Agree
17	A2	Clinical staff at your facility needs guidance in - using patient assessments to guide clinical care	Ordinal	5 Strongly Agree 1 Strongly Disagree 2 Disagree 3 Uncertain
18				4 Agree 5 Strongly Agree
	A3	Clinical staff at your facility needs guidance in - using patient assessments to document patient improvements	Ordinal	1 Strongly Disagree 2 Disagree 3 Uncertain
19				4 Agree 5 Strongly Agree

	A4	Clinical staff at your facility needs guidance in - matching	Ordinal	1 Strongly Disagree
		patient needs with services		2 Disagree
		patient needs with services		3 Uncertain
20				4 Agree
				5 Strongly Agree
	A5	Clinical staff at your facility needs guidance in - improving	Ordinal	1 Strongly Disagree
		relationship with patients		2 Disagree
		The second secon		3 Uncertain
21				4 Agree
	A.C.		0.1: 1	5 Strongly Agree
	A6	Clinical staff at your facility needs guidance in - improving	Ordinal	1 Strongly Disagree
		patient thinking and problem solving skills to manage chronic		2 Disagree
		disassa (a a addussina valationshin muchlams)		3 Uncertain
22		disease (e.g. addressing relationship problems)		4 Agree5 Strongly Agree
İ	A7	Clinical staff at your facility needs guidance in - improving	Ordinal	1 Strongly Disagree
	A	Chilical staff at your facility needs guidance in - improving	Orumai	2 Disagree
		behavioral management of patients (e.g. adherence to		3 Uncertain
		medication)		4 Agree
23		inedication)		5 Strongly Agree
	A8	Clinical staff at your facility needs guidance in - identifying	Ordinal	1 Strongly Disagree
				2 Disagree
		and using evidence-based practices.with patients		3 Uncertain
				4 Agree
24				5 Strongly Agree
	A9	Your facility needs guidance in –defining its mission	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
25				4 Agree
23				5 Strongly Agree
	A10	Your facility needs guidance in –setting specific goals for	Ordinal	1 Strongly Disagree
		improving services		2 Disagree
		improving services		3 Uncertain
26				4 Agree
				5 Strongly Agree
	A11	Your facility needs guidance in –assigning or clarifying staff	Ordinal	1 Strongly Disagree
		roles		2 Disagree
				3 Uncertain
27				4 Agree
	A 12	Voya facility made evidence in setting out account in	Ordinal	5 Strongly Agree
	A12	Your facility needs guidance in –setting out accurate job	Ordinai	1 Strongly Disagree
		descriptions for staff		2 Disagree3 Uncertain
28				4 Agree 5 Strongly Agree
				J Shoughy Agree

	A13	Your facility needs guidance in –evaluating staff performance	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
20				4 Agree
29				5 Strongly Agree
	A14	Your facility needs guidance in –improving relations among	Ordinal	1 Strongly Disagree
		staff.		2 Disagree
		Stair.		3 Uncertain
30				4 Agree
30				5 Strongly Agree
	A15	Your facility needs guidance in –improving communications	Ordinal	1 Strongly Disagree
		among staff		2 Disagree
		uniong suri		3 Uncertain
31				4 Agree
				5 Strongly Agree
	A16	Your facility needs guidance in –improving record keeping and	Ordinal	1 Strongly Disagree
		information systems		2 Disagree
		,		3 Uncertain
32				4 Agree
	1.17		0 11 1	5 Strongly Agree
	A17	You need more training for –basic computer skills/programs	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
33				4 Agree 5 Strongly Agree
	A18	You need more training for –specialized computer applications	Ordinal	1 Strongly Disagree
	Alo	Tou need more training for –specianzed computer applications	Orumai	2 Disagree
		(e.g., systems for data monitoring)		3 Uncertain
				4 Agree
34				5 Strongly Agree
	A19	You need more training for –new developments and practices	Ordinal	1 Strongly Disagree
	7117		Ordinar	2 Disagree
		in your area of responsibility		3 Uncertain
				4 Agree
35				5 Strongly Agree
	A20	You need more training for –new procedures being used or	Ordinal	1 Strongly Disagree
				2 Disagree
		planned		3 Uncertain
26				4 Agree
36				5 Strongly Agree
	A21	You need more training for –continuous professional	Ordinal	1 Strongly Disagree
		development		2 Disagree
		uevelopilient		3 Uncertain
37				4 Agree
31				5 Strongly Agree

	A22	You need more training for -new laws or regulations you need	Ordinal	1 Strongly Disagree
		to know about		2 Disagree
		to mon deode		3 Uncertain
38				4 Agree
				5 Strongly Agree
	A23	You need more training for -management or supervisory	Ordinal	1 Strongly Disagree
		responsibilities		2 Disagree
				3 Uncertain
39				4 Agree
	101		0 1: 1	5 Strongly Agree
	A24	Current pressures to make facility changes come from -	Ordinal	1 Strongly Disagree
		community members (patients)		2 Disagree
				3 Uncertain
40				4 Agree
	A 25	Comment and contract to marke for 11th of the contract of	Ordinal	5 Strongly Agree
	A25	Current pressures to make facility changes come from -other	Ordinal	1 Strongly Disagree
		staff members		2 Disagree
				3 Uncertain
41				4 Agree
	100		0 1: 1	5 Strongly Agree
	A26	Current pressures to make facility changes come from -facility	Ordinal	1 Strongly Disagree
		supervisors or managers.		2 Disagree
				3 Uncertain
42				4 Agree
	A 27	Comment and course to make facility about an account from district	Ordinal	5 Strongly Agree
	A27	Current pressures to make facility changes come from -district	Ordinai	1 Strongly Disagree
		level managers		2 Disagree3 Uncertain
43				4 Agree 5 Strongly Agree
	A28	Current pressures to make facility changes come from -	Ordinal	5 Strongly Agree 1 Strongly Disagree
	AZO	Current pressures to make facility changes come from -	Orumai	2 Disagree
		community groups.		3 Uncertain
				4 Agree
44				5 Strongly Agree
	A29	Current pressures to make facility changes come from -national	Ordinal	1 Strongly Disagree
	1129		01011111	2 Disagree
		and provincial DOH structures		3 Uncertain
				4 Agree
45				5 Strongly Agree
	B1	You have good facility management at your facility	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
				4 Agree
46				5 Strongly Agree

	B2	Frequent staff turnover is a problem for your facility	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
47				4 Agree
47				5 Strongly Agree
	B3	Staff training and continuing education are priorities in your	Ordinal	1 Strongly Disagree
		facility		2 Disagree
		lacinty		3 Uncertain
48				4 Agree
				5 Strongly Agree
	B4	The space in your facilities are adequate for conducting group	Ordinal	1 Strongly Disagree
		or individual counselling		2 Disagree
		of marvidual counselling		3 Uncertain
49				4 Agree
				5 Strongly Agree
	B5	You have clinical supervisors who are capable and qualified	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
50				4 Agree
<u> </u>				5 Strongly Agree
	B6	You learned new skills or techniques at a professional training	Ordinal	1 Strongly Disagree
		in the past year		2 Disagree
		in the past year		3 Uncertain
51				4 Agree
J1				5 Strongly Agree
	B7	Much time and attention are given to staff supervision when	Ordinal	1 Strongly Disagree
		needed.		2 Disagree
		necueu.		3 Uncertain
52				4 Agree
J2				5 Strongly Agree
	B8	Staff in your facility are able to spend the time needed with	Ordinal	1 Strongly Disagree
		patients		2 Disagree
		patients		3 Uncertain
53				4 Agree
<i></i>				5 Strongly Agree
	B9	Equipment at your facility is mostly old and outdated.	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
54				4 Agree
J -1				5 Strongly Agree
	B10	Clinical and management decisions for your facility are well	Ordinal	1 Strongly Disagree
		planned		2 Disagree
		Plained		3 Uncertain
55				4 Agree
JJ				5 Strongly Agree

	B11	Support staff in your facility have the skills they need to do	Ordinal	1 Strongly Disagree
		their jobs.		2 Disagree
		then jobs.		3 Uncertain
56				4 Agree
50				5 Strongly Agree
	B12	Offices in your facility allow the privacy needed for individual	Ordinal	1 Strongly Disagree
		counseling		2 Disagree
		counseling		3 Uncertain
57				4 Agree
				5 Strongly Agree
	B13	Your facility holds regular in-service training	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
58				4 Agree
56				5 Strongly Agree
	B14	Your facility has enough staff to meet current patient needs	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
59				4 Agree
J J				5 Strongly Agree
	B15	Clinical staff in your program are well-trained	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
60				4 Agree
60				5 Strongly Agree
	B16	You have confidence in how decisions at your facility are	Ordinal	1 Strongly Disagree
		made		2 Disagree
		made		3 Uncertain
61				4 Agree
01				5 Strongly Agree
	B17	Offices and equipment in your facility are adequate	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
62				4 Agree
02				5 Strongly Agree
	B18	Your facility provides a comfortable reception/waiting area for	Ordinal	1 Strongly Disagree
		notionts		2 Disagree
		patients		3 Uncertain
62				4 Agree
63				5 Strongly Agree
	B19	Staff meet frequently with clinical supervisors about patient	Ordinal	1 Strongly Disagree
				2 Disagree
		needs and progress		3 Uncertain
<i>C</i> 1				4 Agree
64				5 Strongly Agree

	B20	A larger support staff is needed to help meet needs at your	Ordinal	1 Strongly Disagree
		program		2 Disagree
		program		3 Uncertain
65				4 Agree
				5 Strongly Agree
	B21	Staff in your facility are able to attend professional training	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
66				4 Agree
				5 Strongly Agree
	B22	Staff concerns are ignored in most decisions made in your	Ordinal	1 Strongly Disagree
		facility		2 Disagree
				3 Uncertain
67				4 Agree
				5 Strongly Agree
	C1	You have the skills needed to effectively perform your role	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
68				4 Agree
				5 Strongly Agree
	C2	Other staff often ask your advice	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
69				4 Agree
				5 Strongly Agree
	C3	You are satisfied with your present job.	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
70				4 Agree
				5 Strongly Agree
	C4	Learning and using new procedures are easy for you.	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
71				4 Agree
<i>,</i> -				5 Strongly Agree
	C5	You are considered an experienced source of advice about	Ordinal	1 Strongly Disagree
		services and/or facility management		2 Disagree
		sorvices and or racinty management		3 Uncertain
72				4 Agree
				5 Strongly Agree
	C6	You feel appreciated for the job you do at work.	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
73				4 Agree
. 0				5 Strongly Agree

	C7	Your facility encourages and supports professional growth	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
74				4 Agree
74				5 Strongly Agree
	C8	You are effective and confident in doing your job	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
75				4 Agree
/3				5 Strongly Agree
	C9	You are able to adapt quickly when you have to make changes.	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
76				4 Agree
70				5 Strongly Agree
	C10	Keeping your professional skills up-to-date is a priority for you	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
77				4 Agree
//				5 Strongly Agree
	C11	You give high value to the work you do	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
70				4 Agree
78				5 Strongly Agree
	C12	You regularly influence the decisions of other staff you work	Ordinal	1 Strongly Disagree
		with		2 Disagree
		Witti		3 Uncertain
79				4 Agree
79				5 Strongly Agree
	C13	You usually accomplish whatever you set your mind on.	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
80				4 Agree
80				5 Strongly Agree
	C14	You do a good job of regularly updating and improving your	Ordinal	1 Strongly Disagree
		abilla		2 Disagree
		skills		3 Uncertain
01				4 Agree
81				5 Strongly Agree
	C15	You regularly read professional articles or books related to	Ordinal	1 Strongly Disagree
				2 Disagree
		your work		3 Uncertain
02				4 Agree
82				5 Strongly Agree

	C16	Other staff often ask for your opinions about issues in the	Ordinal	1 Strongly Disagree
		facility		2 Disagree
				3 Uncertain
83				4 Agree
				5 Strongly Agree
	C17	You are willing to try new ideas even if some staff members	Ordinal	1 Strongly Disagree
		are reluctant		2 Disagree
		120 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3		3 Uncertain
84				4 Agree
				5 Strongly Agree
	C18	You frequently share your knowledge of new ideas with others	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
85				4 Agree
				5 Strongly Agree
	C19	You are sometimes too cautious or slow to make changes	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
86				4 Agree
				5 Strongly Agree
	C20	You are proud to tell others where you work	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
87				4 Agree
07				5 Strongly Agree
	C21	You like the people you work with	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
88				4 Agree
00				5 Strongly Agree
	C22	You are viewed as a leader by the staff you work with.	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
89				4 Agree
89				5 Strongly Agree
	C23	You consistently plan ahead and carry out your plans.	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
90				4 Agree
30				5 Strongly Agree
	C24	You would like to find a job somewhere else	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
01				4 Agree
91				5 Strongly Agree

	D1	Some staff members seem confused about the main goals for	Ordinal	1 Strongly Disagree
		your facility		2 Disagree
		your racinty		3 Uncertain
92				4 Agree
<i>J</i> 2				5 Strongly Agree
	D2	The heavy staff workload reduces the effectiveness of your	Ordinal	1 Strongly Disagree
		facility		2 Disagree
		lacinty		3 Uncertain
93				4 Agree
				5 Strongly Agree
	D3	You frequently hear good ideas from other staff for improving	Ordinal	1 Strongly Disagree
		services		2 Disagree
				3 Uncertain
94				4 Agree
				5 Strongly Agree
	D4	Care plans and decisions for patients in your facility often get	Ordinal	1 Strongly Disagree
		revised by a clinical supervisor		2 Disagree
		To rised by a climear supervisor		3 Uncertain
95				4 Agree
				5 Strongly Agree
	D5	The general attitude in your facility is to accept new and	Ordinal	1 Strongly Disagree
		changing technology or procedures		2 Disagree
		enanging teemiology of procedures		3 Uncertain
96				4 Agree
				5 Strongly Agree
	D6	More open discussions about facility issues are needed where	Ordinal	1 Strongly Disagree
		you work		2 Disagree
		you work		3 Uncertain
97				4 Agree
				5 Strongly Agree
	D7	Ideas and suggestions in your facility get fair consideration by	Ordinal	1 Strongly Disagree
		management		2 Disagree
		management		3 Uncertain
98				4 Agree
				5 Strongly Agree
	D8	Staff members at your facility work together as a team	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
99				4 Agree
				5 Strongly Agree
	D9	Your duties are clearly related to the goals for your facility	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
100				4 Agree
				5 Strongly Agree

	D10	You are under too many pressures to do your job effectively	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
101				4 Agree
101				5 Strongly Agree
	D11	Your facility staff is always kept well informed	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
102				4 Agree
				5 Strongly Agree
	D12	New ways of working from staff are discouraged where you	Ordinal	1 Strongly Disagree
		work.		2 Disagree
		Work		3 Uncertain
103				4 Agree
				5 Strongly Agree
	D13	Mutual trust and cooperation among staff in your program are	Ordinal	1 Strongly Disagree
		strong		2 Disagree
		3		3 Uncertain
104				4 Agree
	5.11			5 Strongly Agree
	D14	Your facility operates with clear goals and objectives	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
105				4 Agree
	D15		0 11 1	5 Strongly Agree
	D15	Staff members at your facility often show signs of high stress	Ordinal	1 Strongly Disagree
		and strain		2 Disagree
				3 Uncertain
106				4 Agree
	D16	To be a series of the series o	01:1	5 Strongly Agree
	D16	It is easy to change procedures at your facility to meet new	Ordinal	1 Strongly Disagree
		conditions		2 Disagree
				3 Uncertain
107				4 Agree
	D17	Chaff in your facility and two out different to shair your to	Ordinal	5 Strongly Agree
	D17	Staff in your facility can try out different techniques to	Ordinai	1 Strongly Disagree
		improve their effectiveness		2 Disagree3 Uncertain
108				4 Agree 5 Strongly Agree
	D18	Chaff manch are at your facility and along your wall	Ordinal	63 6
	פות	Staff members at your facility get along very well	Ordinai	1 Strongly Disagree
				2 Disagree3 Uncertain
109				4 Agree 5 Strongly Agree
				5 Strongly Agree

	D19	Staff members are given too many rules in your facility	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
440				4 Agree
110				5 Strongly Agree
	D20	Staff members at your program are quick to help one another	Ordinal	1 Strongly Disagree
		when needed		2 Disagree
		when needed		3 Uncertain
111				4 Agree
				5 Strongly Agree
	D21	The formal and informal communication channels in your	Ordinal	1 Strongly Disagree
		facility work very well		2 Disagree
				3 Uncertain
112				4 Agree
				5 Strongly Agree
	D22	There is too much friction among staff members you work with	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
113				4 Agree
	7.00			5 Strongly Agree
	D23	Staff members at your facility understand the work of the	Ordinal	1 Strongly Disagree
		facility fits as part of the health improvement in your		2 Disagree
				3 Uncertain
114		community		4 Agree
	D24		01:1	5 Strongly Agree
	D24	Some staff in your facility do not do their fair share of work	Ordinal	1 Strongly Disagree
				2 Disagree3 Uncertain
115				4 Agree 5 Strongly Agree
	D25	Management fully tweets professional judgments of stoff in	Ordinal	2, 2
	D23	Management fully trusts professional judgments of staff in	Ordinai	1 Strongly Disagree
		your facility		2 Disagree3 Uncertain
116				4 Agree 5 Strongly Agree
	D26	Staff members always feel free to ask questions and express	Ordinal	1 Strongly Disagree
	320		Oraniai	2 Disagree
		concerns in your facility.		3 Uncertain
				4 Agree
117				5 Strongly Agree
	D27	Staff frustration is common where you work	Ordinal	1 Strongly Disagree
		,		2 Disagree
				3 Uncertain
110				4 Agree
118				5 Strongly Agree

	D28	Management for your facility has a clear plan for its future	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
119				4 Agree
	D20	X C 1 1.10C 44.1.1	0.1: 1	5 Strongly Agree
	D29	You feel encouraged to try new and different techniques	Ordinal	1 Strongly Disagree
				2 Disagree
				3 Uncertain
120				4 Agree
	MINID1 changes	This facility is mativated to make shanges (a.g. staff training	Ordinal	5 Strongly Agree
	MIND1_changes	This facility is motivated to make changes (e.g. staff training,	Ordinai	1 Strongly Disagree
		finding new partners) to enable providing mental health		2 Disagree3 Uncertain
		services within chronic disease care		4 Agree
121		services within enrollic disease care		5 Strongly Agree
	MIND2_personalr	Facility staff have a sense of personal responsibility for	Ordinal	1 Strongly Disagree
	1		ordinar	2 Disagree
	esponsibility	improving patient care		3 Uncertain
				4 Agree
122				5 Strongly Agree
	MIND3_reward	Facility management seek to reward staff who innovate to	Ordinal	1 Strongly Disagree
	_			2 Disagree
		improve patient care		3 Uncertain
122				4 Agree
123				5 Strongly Agree
	MIND4_consult	Facility management consult facility staff about decisions on	Ordinal	1 Strongly Disagree
		patient care		2 Disagree
		patient care		3 Uncertain
124				4 Agree
				5 Strongly Agree
	MIND5_patientpar	Facility management try to find ways to increase patient	Ordinal	1 Strongly Disagree
	ticipation	participation in treatment		2 Disagree
	work with the			3 Uncertain
125				4 Agree
	MDIDC 1 111		0 1: 1	5 Strongly Agree
	MIND6_teambuild	Facility management promote team building to solve problems	Ordinal	1 Strongly Disagree
	ing			2 Disagree
				3 Uncertain
126				4 Agree 5 Strongly Agree
	MIND7_sharedres	Facility staff involved in Project MIND have a shared sense of	Ordinal	1 Strongly Disagree
	with D/_sharedres		Orumai	
	ponsibility	responsibility for success of the project		2 Disagree3 Uncertain
				4 Agree
127				5 Strongly Agree
				5 Strongly Agree

	MIND8_rolesresp	Facility staff involved in Project MIND have clear roles and	Ordinal	1	Strongly Disagree
	onsibilities	responsibilities		2	Disagree
	onsioning s	responsionities		3	Uncertain
128				4	Agree
	MDIDO C		0 11 1	5	Strongly Agree
	MIND9_freetime	Facility staff have been freed up for the time required for the	Ordinal		Strongly Disagree
		project		$\frac{2}{2}$	Disagree
				3	Uncertain
129				4	Agree
	MIND10_resource	Equility staff have against a any resources they require for the	Ordinal	5	Strongly Agree
	MINDIO_resource	Facility staff have access to any resources they require for the	Ordinai	2	Strongly Disagree
	S	project		$\begin{vmatrix} 2 \\ 3 \end{vmatrix}$	Disagree Uncertain
				1	Agree
130				5	Strongly Agree
	MIND11_feedbac	Communication on the project will be through regular	Ordinal	1	Strongly Disagree
			Ordinar	$\frac{1}{2}$	Disagree Disagree
	kcommunication	feedback meetings		$\frac{1}{3}$	Uncertain
				4	Agree
131				5	Strongly Agree
	ORCA_A_CHAN	The proposed change to the service delivery of the facility - is	Ordinal	1	Strongly Disagree
				2	Disagree
	GE1_evidence_co	supported by evidence on counselling interventions		3	Uncertain
	unsell			4	Agree
132				5	Strongly Agree
	ORCA_A_CHAN	The proposed change to the service delivery of the facility - is	Ordinal	1	Strongly Disagree
	GE2_rct_evidence	supported by RCTs or other scientific evidence from other		2	Disagree
	GE2_ICI_evidence	supported by RC 18 of other scientific evidence from other		3	Uncertain
133		health care systems		4	Agree
133				5	Strongly Agree
	ORCA_A_CHAN	The proposed change to the service delivery of the facility -	Ordinal	1	Strongly Disagree
	GE3_effective	should be effective, based on current scientific knowledge		2	Disagree
	023_011001110	should be effective, bused on eartent scientific knowledge		3	Uncertain
134				4	Agree
	00001 1 000111		0 11 1	5	Strongly Agree
	ORCA_A_CHAN	The proposed change to the service delivery of the facility - is	Ordinal	$\frac{1}{2}$	Strongly Disagree
	GE4_clinical_expe	supported by clinical experience with depressed patients and/or		$\frac{2}{2}$	Disagree
				3	Uncertain
135	rien	patients with risky drinking behavior		4	Agree
	ODCA A CHAN	The managed shapes to the service delivery of the facility is	Ordinal	5	Strongly Agree
	ORCA_A_CHAN	The proposed change to the service delivery of the facility - is	Ordinai	2	Strongly Disagree
	GE5_clinical_expe	supported by clinical experience with patients in other health		$\begin{vmatrix} 2 \\ 3 \end{vmatrix}$	Disagree Uncertain
	rien	care systems		4	Agree
136	11011	Care systems		5	Strongly Agree
		I .		J	Buongry Agree

	ORCA_A_CHAN	The proposed change to the service delivery of the facility - is	Ordinal	1	Strongly Disagree
	GE6_opinions	in line with the opinions of clinicians working in the facility		$\frac{2}{2}$	Disagree
				3	Uncertain Agree
137				5	Strongly Agree
	ORCA_A_CHAN	The proposed change to the service delivery of the facility - is	Ordinal	1	Strongly Disagree
	GE7_clinical_prac	in line with clinical practices that have been accepted by		2	Disagree
				3	Uncertain
138	tice	diabetes and HIV patients		4	Agree
	ORCA_A_CHAN	The proposed change to the service delivery of the facility -	Ordinal	5	Strongly Agree Strongly Disagree
			Ordinar	$\frac{1}{2}$	Disagree Disagree
	GE8_patient_need	Takes into consideration the needs and preferences of patients		3	Uncertain
139	s_pre			4	Agree
133				5	Strongly Agree
	ORCA_A_CHAN	The proposed change to the service delivery of the facility -	Ordinal	1	Strongly Disagree
	GE9_advantages	Seems to have more advantages than disadvantages for patient		$\frac{2}{2}$	Disagree
				3	Uncertain Agree
140				5	Strongly Agree
	ORCA_B_MANA	Facility management and clinical management staff in your	Ordinal	1	Strongly Disagree
	GEMENT1_innov			2	Disagree
	_	facility: Encourage clinical innovation and creativity to		3	Uncertain
141	ation	improve patient care		4	Agree
	ODCA D MANA		0.1: 1	5	Strongly Agree
	ORCA_B_MANA	Facility management and clinical management staff in your	Ordinal	1	Strongly Disagree Disagree
	GEMENT2_ask_o	facility: Ask opinions of clinical staff on decisions about		$\frac{2}{3}$	Uncertain
	pinions	patient care		4	Agree
142				5	Strongly Agree
	ORCA_B_MANA	Facility management and clinical management staff in your	Ordinal	1	Strongly Disagree
	GEMENT3 patien	facility: Try to improve patient education and increase patient		2	Disagree
	_			3	Uncertain
143	t_educa	participation in treatment		4 5	Agree Strongly Agree
	ORCA_C_STAFF	Staff members in your facility: Have a sense of personal	Ordinal	1	Strongly Disagree
			Ordinar	2	Disagree Disagree
	l_personal_respon	responsibility for improving patient care and outcomes		3	Uncertain
144	sib			4	Agree
744				5	Strongly Agree
	ORCA_C_STAFF	Staff members in your facility: Cooperate to maintain and	Ordinal	$\frac{1}{2}$	Strongly Disagree
	2_cooperate_maint	improve effectiveness of patient care		$\frac{2}{2}$	Disagree
	ain	-		3 4	Uncertain Agree
145	aili				•
145				5	Strongly Agree

	ORCA_C_STAFF	Staff members in your facility: Are willing to try new things to	Ordinal	1	Strongly Disagree
	3_try_new_things	improve patient care		2	Disagree
				3	Uncertain
146				5	Agree Strongly Agree
	ORCA_C_STAFF	Staff members in your facility: Are interested in changes in	Ordinal	1	Strongly Disagree
				2	Disagree
	4_change_process	clinical processes		3	Uncertain
147	es			4	Agree
147				5	Strongly Agree
	ORCA_D_FACILI	Facility management and clinical management staff in your	Ordinal	1	Strongly Disagree
	TYMANAGEME	facility: Provide effective management of facility staff for		2	Disagree
				3	Uncertain
148	NT1_effec	continuous improvement of patient care		4 5	Agree
	ODCA D EACH I	Facility management and clinical management staff in your	Ordinal	5	Strongly Agree Strongly Disagree
			Orumai	$\begin{bmatrix} 1 \\ 2 \end{bmatrix}$	Disagree Disagree
	TYMANAGEME	facility: Give clear areas of responsibility for facility staff		$\begin{vmatrix} 2 \\ 3 \end{vmatrix}$	Uncertain
	NT2_areas			4	Agree
149				5	Strongly Agree
	ORCA_D_FACILI	Facility management and clinical management staff in your	Ordinal	1	Strongly Disagree
	TYMANAGEME	facility: Encourage team building to solve problems with		2	Disagree
				3	Uncertain
150	NT3_teamb	patient care		4	Agree
				5	Strongly Agree
ĺ	ORCA_D_FACILI	Facility management and clinical management staff in your	Ordinal	$\begin{bmatrix} 1 \\ 2 \end{bmatrix}$	Strongly Disagree
	TYMANAGEME	facility: Encourage communication between staff offering		$\frac{2}{2}$	Disagree Uncertain
	NT4 commu	different services		3	
151	N14_Commu	different services		5	Agree Strongly Agree
	ORCA D FACILI	Facility management and clinical management staff in your	Ordinal	1	Strongly Disagree
				$\frac{1}{2}$	Disagree
	TYMANAGEME	facility: Provide staff with information on the facility		3	Uncertain
152	NT5_perfo	performance		4	Agree
152				5	Strongly Agree
	ORCA_D_FACILI	Facility management and clinical management staff in your	Ordinal	1	Strongly Disagree
	TYMANAGEME	facility: Set up clear goals for patient care		2	Disagree
		Some for purely control of the contr		3	Uncertain
153	NT6_goals			4	Agree
	ODCV D EVCILI	Facility management and clinical management staff in your	Ordinal	5	Strongly Agree Strongly Disagree
			Orumai	$\begin{vmatrix} 1 \\ 2 \end{vmatrix}$	Disagree Disagree
	TYMANAGEME	facility: Provide staff members with feedback on effects of		$\begin{vmatrix} 2 \\ 3 \end{vmatrix}$	Uncertain
	NT7_decis	clinical decisions		4	Agree
154				5	Strongly Agree

ORCA_D_FACILI	Facility management and clinical management staff in your	Ordinal	1	Strongly Disagree
TYMANAGEME	facility: Hold staff members accountable for achieving results		2	Disagree
NT8 staff			3	Uncertain Agree
1110_81411			5	Strongly Agree
ORCA_E_SENIO	Senior management in my facility: Believe that current	Ordinal	1	Strongly Disagree
RMANAGEMEN	practices can be improved		2	Disagree
	practices can be improved		3	Uncertain
T1_improve			4	Agree
0001 00000			5	Strongly Agree
ORCA_E_SENIO	Senior management in my facility: Encourage and support	Ordinal		Strongly Disagree
RMANAGEMEN	changes to improve patient care			Disagree Uncertain
T2 support			4	Agree
12_support			5	Strongly Agree
ORCA_E_SENIO	Senior management in my facility: Work cooperatively with	Ordinal	1	Strongly Disagree
RMANAGEMEN	other staff to make appropriate changes		2	Disagree
	other starr to make appropriate changes		3	Uncertain
T3_coopera			4	Agree
ODGA E GENED		0 11 1	5	Strongly Agree
ORCA_F_GENER	In general in my facility, when there is agreement that change	Ordinal		Strongly Disagree
AL1_financial	needs to happen: We have the necessary support in terms of		_	Disagree Uncertain
	budget or financial resources		13	Agree
	budget of financial resources		5	Strongly Agree
ORCA_F_GENER	In general in my facility, when there is agreement that change	Ordinal	1	Strongly Disagree
AI 2 training	needs to hannen: We have the necessary support in terms of		2	Disagree
AL2_training	• 11		3	Uncertain
	training		4	Agree
ODGA E GENED		0 11 1	5	Strongly Agree
ORCA_F_GENER	In general in my facility, when there is agreement that change	Ordinal		Strongly Disagree
AL3_facilites	needs to happen: We have the necessary support in terms of		$\frac{2}{3}$	Disagree Uncertain
	facilities		$\frac{3}{4}$	Agree
	Tuerrities		5	Strongly Agree
ORCA_F_GENER	In general in my facility, when there is agreement that change	Ordinal	1	Strongly Disagree
AIA staff	needs to hannen: We have the necessary support in terms of		2	Disagree
AL4_starr	7 11		3	Uncertain
	staffing		4	Agree
ODCA C CENTO	Coming and clinical management in man C. 124. A. 4.	Ond:1	5	Strongly Agree
OKCA_G_SENIO	Senior and clinical management in my facility: Agree on the	Ordinal		Strongly Disagree
R_CLINICAL1_a	goals for this intervention		$\begin{bmatrix} 2 \\ 3 \end{bmatrix}$	Disagree Uncertain
gree on				Agree
5.00_011				Strongly Agree
	TYMANAGEME NT8_staff ORCA_E_SENIO RMANAGEMEN T1_improve ORCA_E_SENIO RMANAGEMEN T2_support ORCA_E_SENIO RMANAGEMEN T3_coopera ORCA_F_GENER AL1_financial ORCA_F_GENER AL2_training ORCA_F_GENER AL3_facilites ORCA_F_GENER AL4_staff ORCA_G_SENIO	TYMANAGEME NT8_staff ORCA_E_SENIO RMANAGEMEN T1_improve ORCA_E_SENIO RMANAGEMEN T2_support ORCA_E_SENIO Senior management in my facility: Encourage and support changes to improve patient care ORCA_E_SENIO RMANAGEMEN T2_support ORCA_E_SENIO Senior management in my facility: Work cooperatively with other staff to make appropriate changes T3_coopera ORCA_F_GENER AL1_financial ORCA_F_GENER In general in my facility, when there is agreement that change needs to happen: We have the necessary support in terms of budget or financial resources ORCA_F_GENER AL2_training ORCA_F_GENER AL3_facilites In general in my facility, when there is agreement that change needs to happen: We have the necessary support in terms of training ORCA_F_GENER AL3_facilites In general in my facility, when there is agreement that change needs to happen: We have the necessary support in terms of facilities ORCA_F_GENER AL4_staff In general in my facility, when there is agreement that change needs to happen: We have the necessary support in terms of facilities ORCA_F_GENER AL4_staff Senior and clinical management in my facility: Agree on the goals for this intervention	TYMANAGEME NT8_staff ORCA_E_SENIO Senior management in my facility: Believe that current practices can be improved ORCA_E_SENIO RMANAGEMEN T1_improve ORCA_E_SENIO Senior management in my facility: Encourage and support changes to improve patient care Ordinal Ordinal Ordinal Ordinal ORCA_E_SENIO Senior management in my facility: Work cooperatively with other staff to make appropriate changes ORCA_E_GENER AL1_financial In general in my facility, when there is agreement that change needs to happen: We have the necessary support in terms of budget or financial resources ORCA_F_GENER AL2_training ORCA_F_GENER In general in my facility, when there is agreement that change needs to happen: We have the necessary support in terms of training ORCA_F_GENER AL3_facilites In general in my facility, when there is agreement that change needs to happen: We have the necessary support in terms of facilities ORCA_F_GENER AL3_facilites In general in my facility, when there is agreement that change needs to happen: We have the necessary support in terms of facilities ORCA_F_GENER AL4_staff In general in my facility, when there is agreement that change needs to happen: We have the necessary support in terms of facilities ORCA_F_GENER Senior and clinical management in my facility: Agree on the goals for this intervention Ordinal	TYMANAGEME TYMANAGEME TRESISTIF TORCA_E_SENIO Senior management in my facility: Believe that current practices can be improved TI_improve TI_improve Senior management in my facility: Encourage and support Changes to improve patient care T2_support Senior management in my facility: Encourage and support Changes to improve patient care T2_support Senior management in my facility: Work cooperatively with other staff to make appropriate changes T3_coopera ORCA_E_SENIO Senior management in my facility: Work cooperatively with other staff to make appropriate changes T3_coopera ORCA_F_GENER In general in my facility, when there is agreement that change needs to happen: We have the necessary support in terms of budget or financial resources ORCA_F_GENER In general in my facility, when there is agreement that change needs to happen: We have the necessary support in terms of training ORCA_F_GENER AL2_training ORCA_F_GENER In general in my facility, when there is agreement that change needs to happen: We have the necessary support in terms of facilities ORCA_F_GENER In general in my facility, when there is agreement that change needs to happen: We have the necessary support in terms of facilities ORCA_F_GENER In general in my facility, when there is agreement that change needs to happen: We have the necessary support in terms of facilities ORCA_F_GENER In general in my facility, when there is agreement that change needs to happen: We have the necessary support in terms of staffing ORCA_F_GENER Senior and clinical management in my facility: Agree on the goals for this intervention ORCA_G_SENIO Senior and clinical management in my facility: Agree on the goals for this intervention

	ORCA_G_SENIO	Senior and clinical management in my facility: Will be	Ordinal	1	Strongly Disagree
	R CLINICAL 2 in	informed and involved in the intervention		2	Disagree
		mornied and myoryed in the intervention		3	Uncertain
164	volved			4	Agree
_	ODGA G GENTO		0 11 1	5	Strongly Agree
	ORCA_G_SENIO	Senior and clinical management in my facility: Agree on	Ordinal	$\frac{1}{2}$	Strongly Disagree
	R_CLINICAL3_re	adequate resources to accomplish the intervention		$\begin{vmatrix} 2 \\ 2 \end{vmatrix}$	Disagree
				3	Uncertain
165	source			4	Agree
	ORCA_G_SENIO	Senior and clinical management in my facility: Set a high	Ordinal	5	Strongly Disagree
	ORCA_G_SENIO	Senior and chinical management in my facility: Set a nigh	Ordinai	$\begin{vmatrix} 1 \\ 2 \end{vmatrix}$	Strongly Disagree Disagree
	R_CLINICAL4_su	priority on the success of the intervention		$\begin{vmatrix} 2 \\ 3 \end{vmatrix}$	Uncertain
	ccess_			1	Agree
166	cccss_			5	Strongly Agree
	ORCA_H_TEAM	The implementation team members: Share responsibility for	Ordinal	1	Strongly Disagree
			Ordinar	$\frac{1}{2}$	Disagree Disagree
	1_share_success	the success of this intervention		$\begin{vmatrix} 2 \\ 3 \end{vmatrix}$	Uncertain
				4	Agree
167				5	Strongly Agree
	ORCA_H_TEAM	The implementation team members: Have clearly defined roles	Ordinal	1	Strongly Disagree
		·	0101101	$\frac{1}{2}$	Disagree
	2_roles	and responsibilities		3	Uncertain
				4	Agree
168				5	Strongly Agree
	ORCA_H_TEAM	The implementation team members: Have release time or can	Ordinal	1	Strongly Disagree
		a a a municipi inta muanti a n ta alsa svithin thain na asslan suank la a d		2	Disagree
	3_time	accomplish intervention tasks within their regular work load		3	Uncertain
169				4	Agree
109				5	Strongly Agree
	ORCA_H_TEAM	The implementation team members: Have staff support and	Ordinal	1	Strongly Disagree
	4_resources	other resources required for the project		2	Disagree
	4_1030u1003	other resources required for the project		3	Uncertain
170				4	Agree
				5	Strongly Agree
	ORCA_I_PLAN1_	There is an implementation plan for the intervention which:	Ordinal	1	Strongly Disagree
	roles	Identifies specific roles and responsibilities		2	Disagree
				3	Uncertain
171				4	Agree
	ODCA I DI ANG		0 1: 1	5	Strongly Agree
	ORCA_I_PLAN2_	There is an implementation plan for the intervention which:	Ordinal		Strongly Disagree
	tasks_timeline	Clearly describes tasks and timelines		$\frac{2}{2}$	Disagree
		-		3	Uncertain
172				4	Agree
				5	Strongly Agree

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	CARI_A_HEALT	The Department of Health recognizes the importance of	Ordinal	1 Not at all
	HSYSTEM1	evidence-based practice.		2 Somewhat
182		-		3 A fair amount4 A great deal
	CARI_A_HEALT	The Department of Health recognizes that implementation of	Ordinal	1 Not at all
	HSYSTEM2	evidence-based practice will necessarily affect service		2 Somewhat3 A fair amount
		provision (e.g., could increase demand for mental health		4 A great deal
183		services).		
	CARI_A_HEALT	The Department of Health recognize that evidence-based	Ordinal	1 Not at all
	HSYSTEM3	practice implementation may require additional expenditures,		2 Somewhat3 A fair amount
184		requiring additional budget and/or shifting along budget lines.		4 A great deal
	CARI_A_HEALT	Technical assistance (e.g., training, coaching, ongoing support)	Ordinal	1 Not at all
	HSYSTEM4	is available for the intervention being implemented.		2 Somewhat3 A fair amount
185				4 A great deal
	CARI_A_HEALT	All stakeholders having a role to play have been consulted	Ordinal	1 Not at all
	HSYSTEM5	about their views on the intervention implementation		2 Somewhat3 A fair amount
186				4 A great deal
	CARI_B_ORGAN	There is leadership support from top management in the form	Ordinal	1 Not at all
	IZATIONAL1	of a designated person responsible for implementation for this		2 Somewhat3 A fair amount
187		intervention.		4 A great deal
	CARI_B_ORGAN	Human resources are adequate and available to introduce and	Ordinal	1 Not at all
	IZATIONAL2	sustain the intervention		2 Somewhat3 A fair amount
188				4 A great deal
	CARI_B_ORGAN	Financial resources are adequate and available to introduce and	Ordinal	1 Not at all
	IZATIONAL3	sustain the intervention		2 Somewhat3 A fair amount
189				4 A great deal
	CARI_B_ORGAN	Change at this time is appropriate and feasible in the day to day	Ordinal	1 Not at all
	IZATIONAL4	work of the facility		2 Somewhat3 A fair amount
190				4 A great deal
	CARI_C_FUNCTI	There is an outcome management system in place that will	Ordinal	1 Not at all
	ONAL1	enable the facility to monitor patient outcomes with the new		2 Somewhat3 A fair amount
191		intervention against previous outcomes		3 A fair amount4 A great deal

	CARI_C_FUNCTI	There is a system in place to share patient outcomes with staff	Ordinal	1 Not at all
	ONAL2	and management		2 Somewhat
192	01(1122	und management		3 A fair amount
				4 A great deal
	CARI_C_FUNCTI	There is the physical space required to for the intervention	Ordinal	1 Not at all
	ONAL3	(e.g., space for counselling session)		2 Somewhat
193				3 A fair amount
	CADL C ELINCTI	There is intent to you contained data to inform comics delivery	Ordinal	4 A great deal 1 Not at all
	CARI_C_FUNCTI	There is intent to use outcome data to inform service delivery	Ordinai	
	ONAL4			2 Somewhat 3 A fair amount
194				4 A great deal
	CARI_D_CULTU	Generally speaking, facility staff understand the mission and	Ordinal	1 Not at all
			Ordinar	2 Somewhat
	RE_CLIMATE1	goals of this organization relate to evidence based practices		3 A fair amount
195				4 A great deal
	CARI_D_CULTU	Generally speaking, staff in this facility understand what	Ordinal	1 Not at all
			ordinar	2 Somewhat
	RE_CLIMATE2	evidence based practices are and hold positive attitudes toward		3 A fair amount
196		their use		4 A great deal
	CARI_D_CULTU	Staff in this facility are given high levels of autonomy in their	Ordinal	1 Not at all
	RE_CLIMATE3	work and encouraged to ask questions		2 Somewhat
197	KE_CEIMITES	work and encouraged to ask questions		3 A fair amount
				4 A great deal
	CARI_D_CULTU	There are open lines of communication in place in this facility.	Ordinal	1 Not at all
	RE_CLIMATE4			2 Somewhat
198				3 A fair amount
	CARL B. CHILTH		0 11 1	4 A great deal
	CARI_D_CULTU	Innovation is rewarded	Ordinal	1 Not at all
	RE_CLIMATE5			2 Somewhat
199				3 A fair amount
	CADLE LEADE	Conion load anothin considers that the intervention addresses on	Ordinal	4 A great deal 1 Not at all
	CARI_E_LEADE	Senior leadership considers that the intervention addresses an	Ordinai	
	RSHIP1	important gap in service delivery.		2 Somewhat 3 A fair amount
200				4 A great deal
	CARI_E_LEADE	Implementing the selected intervention is aligned with facility	Ordinal	1 Not at all
			Ordinar	2 Somewhat
	RSHIP2	and health system goals		3 A fair amount
201				4 A great deal
	CARI_E_LEADE	There are financial (e.g., cost effective) and/or mental health	Ordinal	1 Not at all
				2 Somewhat
	RSHIP3	reasons (e.g., better outcomes, meeting client needs) to		3 A fair amount
202		implement this intervention		4 A great deal
- -		1		0

	CARI_E_LEADE	Senior leadership is convinced of the value of this intervention	Ordinal	1 Not at all
	RSHIP4			2 Somewhat
203				3 A fair amount
	CARI_E_LEADE	Senior leadership is willing and able to lead and shape the	Ordinal	4 A great deal 1 Not at all
				2 Somewhat
204	RSHIP5	implementation		3 A fair amount
204				4 A great deal
	CARI_F_STAFF1	Staff in this facility want professional growth and development	Ordinal	1 Not at all
				2 Somewhat
205				3 A fair amount
	G 1 D 2 D 2 D 2 D 2			4 A great deal
	CARI_F_STAFF2	Staff preferences for learning and practice change are taken	Ordinal	1 Not at all
		into consideration when selecting interventions and planning		2 Somewhat 3 A fair amount
206		implementation		4 A great deal
200		*		
	CARI_F_STAFF3	Staff show they are ready for this type of practice change	Ordinal	1 Not at all
				2 Somewhat
207				3 A fair amount
	CADLE CTAFFA		0 1: 1	4 A great deal
	CARI_F_STAFF4	There is a rationale for the selection of staff that will be trained	Ordinal	1 Not at all
		on the intervention		2 Somewhat 3 A fair amount
208				4 A great deal
	CARI_F_STAFF5	Staff demonstrate evidence-based practice skills (e.g., client	Ordinal	1 Not at all
			Ordinar	2 Somewhat
		engagement, critical thinking, use of positive reinforcements,		3 A fair amount
209		analytical thinking).		4 A great deal
	CARI_G_IMPLE	There is a comprehensive implementation team in place (e.g.,	Ordinal	1 Not at all
	MENTATION1	representatives from multiple sections of the facility)		2 Somewhat
210	WENTATION	representatives from multiple sections of the facility)		3 A fair amount
	CARL C DIFF		0 11 1	4 A great deal
	CARI_G_IMPLE	There is a communications plan to share progress of the	Ordinal	1 Not at all
	MENTATION2	implementation with stakeholders, regardless of their direct		2 Somewhat3 A fair amount
211		involvement (e.g., Department of Health Principals).		4 A great deal
211				
	CARI_G_IMPLE	There is intent to monitor fidelity of the intervention.	Ordinal	1 Not at all
	MENTATION3			2 Somewhat
212				A fair amount
	CARI_H_TRAINI	Staff training on the intervention should involve theory and	Ordinal	4 A great deal 1 Not at all
		1	Orumai	2 Somewhat
	NG1	discussion.		3 A fair amount
213				4 A great deal

	CARI_H_TRAINI	Staff training on the intervention should involve them having a	Ordinal	1	Not at all
	NG2	chance to show their new skills		2	Somewhat
214	1102	chance to show their new skins		3	A fair amount
217				4	A great deal
	CARI_H_TRAINI	Staff training on the intervention should involve chances for	Ordinal	1	Not at all
	NG3	practicing and gaining feedback.		2	Somewhat
215	1103	practicing and gaming recubuck.		3	A fair amount
				4	A great deal
	CARI_H_TRAINI	A supervisor should be available for support beyond the	Ordinal	1	Not at all
	NG4	training phase.		$\frac{2}{2}$	Somewhat
216		gr		3	A fair amount
	CARL II ERANII		0 11 1	4	A great deal
	CARI_H_TRAINI	Adequate time will be set aside for training, reflection and	Ordinal		Not at all
	NG5	practice		2	Somewhat
217				3	A fair amount
	HAS_BOTH_FOR	(none)	Ordinal	4	A great deal
	HAS_BOTH_FOR	<none></none>	Ordinar		
218	MS				
219	NOTES1	<none></none>	Ordinal		
220					
224					
221					
222					

T2 Follow-up data

The remaining data was collected between 1 and 2 months after the initial collection. Not all respondents completed the follow-up, which explains the missing data for some participants for T2. Data was used to establish temporal stability or stability over time for the scales. The same total scale rules apply as outlined above for T1.

Position	Variable	Label / Question	Measurement Level	Coding/Values
223	FU_Gender	Gender	Nominal	1 Male2 Female
224	FU_Race	Race	Nominal	1 Black/African 2 Asian/Indian 3 White 4 Coloured 5 Other

225	FU_Race_other	Specify other race	String		
226	FU_Highest_Quali fication	Highest qualification achieved	Nominal	1 2 3 4 5 6 7	Completed high school Completed high school Some tertiary education, but no degree Diploma in health care Bachelor's degree Masters degree Doctoral degree or equivalent Other_specify
	FU_Specify_qualif	Specify other qualification	String	0	Other_specify
227	ication				
228	FU_Pro_Medicine	Profession medicine	Nominal	1 2	Yes No
229	FU_Prof_Counsell ing	Profession counselling	Nominal	1 2	Yes No
230	FU_Prof_Nursing	Profession nursing	Nominal	1 2	Yes No
231	FU_Prof_SocialW	Profession social work	Nominal	1 2	Yes No
232	FU_Prof_Psycholo	Profession psychology	Nominal	1 2	Yes No
233	FU_Prof_Administ ration	Profession administration	Nominal	1 2	Yes No
234	FU_Profession_Ot her	Profession other	Nominal	1 2	Yes No
	FU_specify_other_	Specify other profession	String		
235	prof				
	FU_Prof_Length	How long have you been working in your profession	Nominal	1 2 3	0-6 Months 6-11 Months 1-3 Years
236				4 5	3-5 Years Over 5 years

	FU_Working_at_c	How long have you been working at this clinic	Nominal	1	0-6 Months
	linic			2	6-11 Months
	IIIIC			3	1-3 Years
237				4	3-5 Years
237				5	Over 5 years
	FU_A1	Clinical staff at your facility needs guidance in - assessing	Ordinal	1	Strongly Disagree
		patients needs		2	Disagree
		patients needs		3	Uncertain
				4	Agree
238				5	Strongly Agree
	FU_A2	Clinical staff at your facility needs guidance in - using patient	Ordinal	1	Strongly Disagree
		assessments to guide clinical care		2	Disagree
		assessments to garde enmour out		3	Uncertain
239				4	Agree
				5	Strongly Agree
	FU_A3	Clinical staff at your facility needs guidance in - using patient	Ordinal	1	Strongly Disagree
		assessments to document patient improvements		2	Disagree
		Factor of the fa		3	Uncertain
240				4	Agree
	T7 1 A 4		0 11 1	5	Strongly Agree
	FU_A4	Clinical staff at your facility needs guidance in - matching	Ordinal	1	Strongly Disagree
		patient needs with services		2	Disagree
				3	Uncertain
241				4	Agree
	ELL A.F.	Clinical staff at your facility made avidence in immunity	Ordinal	5	Strongly Agree
	FU_A5	Clinical staff at your facility needs guidance in - improving	Ordinai	1	Strongly Disagree
		relationship with patients		$\begin{vmatrix} 2 \\ 3 \end{vmatrix}$	Disagree Uncertain
242				4 5	Agree Strongly Agree
	FU_A6	Clinical staff at your facility needs guidance in - improving	Ordinal	1	Strongly Disagree
	I'U_AU		Ordinar	$\frac{1}{2}$	Disagree Disagree
		patient thinking and problem solving skills to manage chronic		$\frac{2}{3}$	Uncertain
		disease (e.g. addressing relationship problems)		4	Agree
243		disease (e.g. addressing relationsinp problems)		5	Strongly Agree
	FU_A7	Clinical staff at your facility needs guidance in - improving	Ordinal	1	Strongly Disagree
	_			2	Disagree
		behavioral management of patients (e.g. adherence to		3	Uncertain
244		medication)		4	Agree
244		, ,		5	Strongly Agree
	FU_A8	Clinical staff at your facility needs guidance in - identifying	Ordinal	1	Strongly Disagree
				2	Disagree
		and using evidence-based practices.with patients		3	Uncertain
245				4	Agree
245				5	Strongly Agree

	FU_A9	Your facility needs guidance in –defining its mission	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
246				4	Agree
246				5	Strongly Agree
	FU_A10	Your facility needs guidance in -setting specific goals for	Ordinal	1	Strongly Disagree
		improving services		2	Disagree
		improving services		3	Uncertain
247				4	Agree
247				5	Strongly Agree
	FU_A11	Your facility needs guidance in –assigning or clarifying staff	Ordinal	1	Strongly Disagree
		roles		2	Disagree
		Toles		3	Uncertain
248				4	Agree
				5	Strongly Agree
	FU_A12	Your facility needs guidance in -setting out accurate job	Ordinal	1	Strongly Disagree
		descriptions for staff		2	Disagree
		The state of the s		3	Uncertain
249				4	Agree
				5	Strongly Agree
	FU_A13	Your facility needs guidance in —evaluating staff performance	Ordinal		Strongly Disagree
				2	Disagree
				3	Uncertain
250				4	Agree
	ELL A 1 4	Vous forility mondo ovidence in immuning relations on one	Ordinal	5	Strongly Agree
	FU_A14	Your facility needs guidance in –improving relations among	Ordinai		Strongly Disagree
		staff.		$\begin{vmatrix} 2 \\ 3 \end{vmatrix}$	Disagree Uncertain
251				$\begin{vmatrix} 4 \\ 5 \end{vmatrix}$	Agree
	FU_A15	Your facility needs guidance in –improving communications	Ordinal	1	Strongly Agree Strongly Disagree
	I'U_AI3		Ordinar	$\begin{bmatrix} 1 \\ 2 \end{bmatrix}$	Disagree Disagree
		among staff		3	Uncertain
				4	Agree
252				5	Strongly Agree
	FU_A16	Your facility needs guidance in –improving record keeping and	Ordinal	1	Strongly Disagree
	10_1110			$\frac{1}{2}$	Disagree
		information systems		3	Uncertain
				4	Agree
253				5	Strongly Agree
	FU_A17	You need more training for –basic computer skills/programs	Ordinal	1	Strongly Disagree
ĺ				2	Disagree
				3	Uncertain
25.4				4	Agree
254				5	Strongly Agree

	FU_A18	You need more training for -specialized computer applications	Ordinal	1	Strongly Disagree
		(e.g., systems for data monitoring)		2	Disagree
		(e.g., systems for data monitoring)		3	Uncertain
255				4	Agree
233				5	Strongly Agree
	FU_A19	You need more training for –new developments and practices	Ordinal	1	Strongly Disagree
		in your area of responsibility		2	Disagree
		in your area or responsionity		3	Uncertain
256				4	Agree
				5	Strongly Agree
	FU_A20	You need more training for –new procedures being used or	Ordinal	1	Strongly Disagree
		planned		2	Disagree
		P-Miller		3	Uncertain
257				4	Agree
				5	Strongly Agree
	FU_A21	You need more training for –continuous professional	Ordinal		Strongly Disagree
		development		2	Disagree
				3	Uncertain
258				4	Agree
			0 11 1	5	Strongly Agree
	FU_A22	You need more training for –new laws or regulations you need	Ordinal		Strongly Disagree
		to know about		$\frac{2}{2}$	Disagree
				3	Uncertain
259				4	Agree
	ELL A 22	X7 1	0 11 1	5	Strongly Agree
	FU_A23	You need more training for –management or supervisory	Ordinal		Strongly Disagree
		responsibilities		2	Disagree
				3	Uncertain
260				4	Agree
	ELL A 2.4	Comment and the state of the st	0.4:1	5	Strongly Agree
	FU_A24	Current pressures to make facility changes come from -	Ordinal		Strongly Disagree
		community members (patients)		$\frac{2}{2}$	Disagree
				3	Uncertain
261				4	Agree
	ELL A 25	Current pressures to make facility changes come from -other	Ordinal	5	Strongly Agree Strongly Disagree
	FU_A25	Current pressures to make facility changes come from -other	Ordinai		
		staff members		$\frac{2}{3}$	Disagree Uncertain
					Agree
262				4 5	Strongly Agree
	FU_A26	Current pressures to make facility changes come from -facility	Ordinal	1	
	1.0_A20	Current pressures to make facility changes come from -facility	Orumai	2	Strongly Disagree
		supervisors or managers.		$\begin{vmatrix} 2 \\ 3 \end{vmatrix}$	Disagree Uncertain
263				4 5	Agree
				5	Strongly Agree

	FU_A27	Current pressures to make facility changes come from -district	Ordinal	1	Strongly Disagree
		level managers		2	Disagree
		level managers		3	Uncertain
264				4	Agree
204				5	Strongly Agree
	FU_A28	Current pressures to make facility changes come from -	Ordinal	1	Strongly Disagree
		community groups.		2	Disagree
		community groups.		3	Uncertain
265				4	Agree
203				5	Strongly Agree
	FU_A29	Current pressures to make facility changes come from -national	Ordinal	1	Strongly Disagree
		and provincial DOH structures		2	Disagree
		and provincial Borr structures		3	Uncertain
266				4	Agree
200				5	Strongly Agree
	FU_B1	You have good facility management at your facility	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
267				4	Agree
207				5	Strongly Agree
	FU_B2	Frequent staff turnover is a problem for your facility	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
268				4	Agree
200				5	Strongly Agree
	FU_B3	Staff training and continuing education are priorities in your	Ordinal	1	Strongly Disagree
		facility		2	Disagree
		racinty		3	Uncertain
269				4	Agree
203				5	Strongly Agree
	FU_B4	The space in your facilities are adequate for conducting group	Ordinal	1	Strongly Disagree
		or individual counselling		2	Disagree
		or marvidual counselling		3	Uncertain
270				4	Agree
270				5	Strongly Agree
	FU_B5	You have clinical supervisors who are capable and qualified	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
271				4	Agree
Z/1				5	Strongly Agree
	FU_B6	You learned new skills or techniques at a professional training	Ordinal	1	Strongly Disagree
		in the past year		2	Disagree
		in the past year		3	Uncertain
272				4	Agree
L1 L				5	Strongly Agree

	FU_B7	Much time and attention are given to staff supervision when	Ordinal	1	Strongly Disagree
		needed.		2	Disagree
		needed.		3	Uncertain
273				4	Agree
2/3				5	Strongly Agree
	FU_B8	Staff in your facility are able to spend the time needed with	Ordinal	1	Strongly Disagree
		patients		2	Disagree
		patients		3	Uncertain
274				4	Agree
274				5	Strongly Agree
	FU_B9	Equipment at your facility is mostly old and outdated.	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
275				4	Agree
2,3				5	Strongly Agree
	FU_B10	Clinical and management decisions for your facility are well	Ordinal	1	Strongly Disagree
		planned		2	Disagree
		Primited		3	Uncertain
276				4	Agree
				5	Strongly Agree
	FU_B11	Support staff in your facility have the skills they need to do	Ordinal	1	Strongly Disagree
		their jobs.		2	Disagree
		dien joes.		3	Uncertain
277				4	Agree
				5	Strongly Agree
	FU_B12	Offices in your facility allow the privacy needed for individual	Ordinal	1	Strongly Disagree
		counseling		2	Disagree
				3	Uncertain
278				4	Agree
				5	Strongly Agree
	FU_B13	Your facility holds regular in-service training	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
279				4	Agree
			0 11 1	5	Strongly Agree
	FU_B14	Your facility has enough staff to meet current patient needs	Ordinal		Strongly Disagree
				$\frac{2}{2}$	Disagree
				3	Uncertain
280				4	Agree
	ELL D15		0.1: 1	5	Strongly Agree
	FU_B15	Clinical staff in your program are well-trained	Ordinal		Strongly Disagree
				2	Disagree
				3	Uncertain
281				4	Agree
				5	Strongly Agree

	FU_B16	You have confidence in how decisions at your facility are	Ordinal	1	Strongly Disagree
		made		2	Disagree
		made		3	Uncertain
202				4	Agree
282				5	Strongly Agree
	FU_B17	Offices and equipment in your facility are adequate	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
283				4	Agree
203				5	Strongly Agree
	FU_B18	Your facility provides a comfortable reception/waiting area for	Ordinal	1	Strongly Disagree
		patients		2	Disagree
		Parities		3	Uncertain
284				4	Agree
 				5	Strongly Agree
	FU_B19	Staff meet frequently with clinical supervisors about patient	Ordinal	1	Strongly Disagree
		needs and progress		2	Disagree
		11000 una progress		3	Uncertain
285				4	Agree
				5	Strongly Agree
	FU_B20	A larger support staff is needed to help meet needs at your	Ordinal	1	Strongly Disagree
		program		2	Disagree
		P8		3	Uncertain
286				4	Agree
				5	Strongly Agree
1	FU_B21	Staff in your facility are able to attend professional training	Ordinal		Strongly Disagree
				$\frac{2}{2}$	Disagree
				3	Uncertain
287				4	Agree
<u> </u>				5	Strongly Agree
	FU_B22	Staff concerns are ignored in most decisions made in your	Ordinal		Strongly Disagree
		facility		2	Disagree
İ				3	Uncertain
288				4	Agree
	ELL C1	X7 1 4 1 11 1 1 0 0 4 1 0 1	0 1: 1	5	Strongly Agree
	FU_C1	You have the skills needed to effectively perform your role	Ordinal		Strongly Disagree
				2	Disagree
				3	Uncertain
289				4	Agree
	ELL CO	Other world of the second of t	01. 1	5	Strongly Agree
	FU_C2	Other staff often ask your advice	Ordinal		Strongly Disagree
				$\begin{vmatrix} 2 \\ 2 \end{vmatrix}$	Disagree
				3	Uncertain
290				4	Agree
				5	Strongly Agree

	FU_C3	You are satisfied with your present job.	Ordinal	1	Strongly Disagree
	_			2	Disagree
				3	Uncertain
				4	Agree
291				5	Strongly Agree
	FU_C4	Learning and using new procedures are easy for you.	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
202				4	Agree
292				5	Strongly Agree
	FU_C5	You are considered an experienced source of advice about	Ordinal	1	Strongly Disagree
		convince and/or facility management		2	Disagree
		services and/or facility management		3	Uncertain
293				4	Agree
293				5	Strongly Agree
	FU_C6	You feel appreciated for the job you do at work.	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
294				4	Agree
234				5	Strongly Agree
	FU_C7	Your facility encourages and supports professional growth	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
295				4	Agree
233				5	Strongly Agree
	FU_C8	You are effective and confident in doing your job	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
296				4	Agree
				5	Strongly Agree
	FU_C9	You are able to adapt quickly when you have to make changes.	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
297				4	Agree
				5	Strongly Agree
	FU_C10	Keeping your professional skills up-to-date is a priority for you	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
298				4	Agree
	DIL C11			5	Strongly Agree
	FU_C11	You give high value to the work you do	Ordinal		Strongly Disagree
				2	Disagree
				3	Uncertain
299				4	Agree
				5	Strongly Agree

	FU_C12	You regularly influence the decisions of other staff you work	Ordinal	1	Strongly Disagree
		with		2	Disagree
		With		3	Uncertain
300				4	Agree
300				5	Strongly Agree
	FU_C13	You usually accomplish whatever you set your mind on.	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
301				4	Agree
301				5	Strongly Agree
	FU_C14	You do a good job of regularly updating and improving your	Ordinal	1	Strongly Disagree
		skills		2	Disagree
		SKIIIS		3	Uncertain
302				4	Agree
302				5	Strongly Agree
	FU_C15	You regularly read professional articles or books related to	Ordinal	1	Strongly Disagree
		your work		2	Disagree
		your work		3	Uncertain
303				4	Agree
303				5	Strongly Agree
	FU_C16	Other staff often ask for your opinions about issues in the	Ordinal	1	Strongly Disagree
		facility		2	Disagree
		lacinty		3	Uncertain
304				4	Agree
304				5	Strongly Agree
	FU_C17	You are willing to try new ideas even if some staff members	Ordinal	1	Strongly Disagree
		are reluctant		2	Disagree
		are refuctant		3	Uncertain
305				4	Agree
303				5	Strongly Agree
	FU_C18	You frequently share your knowledge of new ideas with others	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
306				4	Agree
300				5	Strongly Agree
	FU_C19	You are sometimes too cautious or slow to make changes	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
207				4	Agree
307				5	Strongly Agree
	FU_C20	You are proud to tell others where you work	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
200				4	Agree
308				5	Strongly Agree

	FU_C21	You like the people you work with	Ordinal	1	Strongly Disagree
	_			2	Disagree
				3	Uncertain
				4	Agree
309				5	Strongly Agree
	FU_C22	You are viewed as a leader by the staff you work with.	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
310				4	Agree
310				5	Strongly Agree
	FU_C23	You consistently plan ahead and carry out your plans.	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
311				4	Agree
311				5	Strongly Agree
	FU_C24	You would like to find a job somewhere else	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
312				4	Agree
312				5	Strongly Agree
	FU_D1	Some staff members seem confused about the main goals for	Ordinal	1	Strongly Disagree
		your facility		2	Disagree
		your racinty		3	Uncertain
313				4	Agree
313				5	Strongly Agree
	FU_D2	The heavy staff workload reduces the effectiveness of your	Ordinal	1	Strongly Disagree
		facility		2	Disagree
		lacinty		3	Uncertain
314				4	Agree
011				5	Strongly Agree
	FU_D3	You frequently hear good ideas from other staff for improving	Ordinal	1	Strongly Disagree
		services		2	Disagree
		561 (1665)		3	Uncertain
315				4	Agree
				5	Strongly Agree
	FU_D4	Care plans and decisions for patients in your facility often get	Ordinal	1	Strongly Disagree
		revised by a clinical supervisor		2	Disagree
				3	Uncertain
316				4	Agree
				5	Strongly Agree
	FU_D5	The general attitude in your facility is to accept new and	Ordinal		Strongly Disagree
		changing technology or procedures		2	Disagree
		6 6 1 F		3	Uncertain
317				4	Agree
				5	Strongly Agree

	FU_D6	More open discussions about facility issues are needed where	Ordinal	1	Strongly Disagree
		you work		2	Disagree
		you work		3	Uncertain
318				4	Agree
310				5	Strongly Agree
	FU_D7	Ideas and suggestions in your facility get fair consideration by	Ordinal	1	Strongly Disagree
		managamant		2	Disagree
		management		3	Uncertain
319				4	Agree
319				5	Strongly Agree
	FU_D8	Staff members at your facility work together as a team	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
320				4	Agree
320				5	Strongly Agree
	FU_D9	Your duties are clearly related to the goals for your facility	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
321				4	Agree
321				5	Strongly Agree
	FU_D10	You are under too many pressures to do your job effectively	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
322				4	Agree
322				5	Strongly Agree
	FU_D11	Your facility staff is always kept well informed	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
323				4	Agree
323				5	Strongly Agree
	FU_D12	New ways of working from staff are discouraged where you	Ordinal	1	Strongly Disagree
		work.		2	Disagree
		WOIK.		3	Uncertain
324				4	Agree
324				5	Strongly Agree
	FU_D13	Mutual trust and cooperation among staff in your program are	Ordinal	1	Strongly Disagree
		atrona		2	Disagree
		strong		3	Uncertain
225				4	Agree
325				5	Strongly Agree
	FU_D14	Your facility operates with clear goals and objectives	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
326				4	Agree
320				5	Strongly Agree

	FU_D15	Staff members at your facility often show signs of high stress	Ordinal	1	Strongly Disagree
		and strain		2	Disagree
		and strain		3	Uncertain
327				4	Agree
327				5	Strongly Agree
328	FU_D16	It is easy to change procedures at your facility to meet new	Ordinal	1	Strongly Disagree
		conditions		2	Disagree
		Conditions		3	Uncertain
				4	Agree
320				5	Strongly Agree
	FU_D17	Staff in your facility can try out different techniques to	Ordinal	1	Strongly Disagree
		improve their effectiveness		2	Disagree
		improve their effectiveness		3	Uncertain
329				4	Agree
				5	Strongly Agree
	FU_D18	Staff members at your facility get along very well	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
330				4	Agree
				5	Strongly Agree
	FU_D19	Staff members are given too many rules in your facility	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
				4	Agree
				5	Strongly Agree
	FU_D20	Staff members at your program are quick to help one another	Ordinal	1	Strongly Disagree
		when needed		2	Disagree
		When heeded		3	Uncertain
332				4	Agree
332				5	Strongly Agree
	FU_D21	The formal and informal communication channels in your	Ordinal	1	Strongly Disagree
		facility work very well		2	Disagree
		lucinty work very wen		3	Uncertain
333				4	Agree
333				5	Strongly Agree
334	FU_D22	There is too much friction among staff members you work with	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
				4	Agree
				5	Strongly Agree
	FU_D23	Staff members at your facility understand the work of the	Ordinal	1	Strongly Disagree
		facility fits as part of the health improvement in your		2	Disagree
				3	Uncertain
335		community		4	Agree
				5	Strongly Agree

	FU_D24	Some staff in your facility do not do their fair share of work	Ordinal	1	Strongly Disagree
	_			2	Disagree
				3	Uncertain
				4	Agree
336				5	Strongly Agree
	FU_D25	Management fully trusts professional judgments of staff in	Ordinal	1	Strongly Disagree
		6:1:4		2	Disagree
		your facility		3	Uncertain
227				4	Agree
337				5	Strongly Agree
	FU_D26	Staff members always feel free to ask questions and express	Ordinal	1	Strongly Disagree
		concerns in your facility.		2	Disagree
		Concerns in your facility.		3	Uncertain
338				4	Agree
336				5	Strongly Agree
	FU_D27	Staff frustration is common where you work	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
339				4	Agree
333				5	Strongly Agree
	FU_D28	Management for your facility has a clear plan for its future	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
340				4	Agree
340				5	Strongly Agree
	FU_D29	You feel encouraged to try new and different techniques	Ordinal	1	Strongly Disagree
				2	Disagree
				3	Uncertain
341				4	Agree
				5	Strongly Agree
	FU_MIND1_chan	This facility is motivated to make changes (e.g. staff training,	Ordinal	1	Strongly Disagree
	ges	finding new partners) to enable providing mental health		2	Disagree
	800			3	Uncertain
342		services within chronic disease care		4	Agree
				5	Strongly Agree
	FU_MIND2_perso	Facility staff have a sense of personal responsibility for	Ordinal	1	Strongly Disagree
	nalresponsibility	improving patient care		$\frac{2}{2}$	Disagree
		r O F		3	Uncertain
343				4	Agree
	ETT A (DYE)			5	Strongly Agree
	FU_MIND3_rewar	Facility management seek to reward staff who innovate to	Ordinal		Strongly Disagree
	d	improve patient care		2	Disagree
		1 · F · · · · · · · ·		3	Uncertain
344				4	Agree
				5	Strongly Agree

	FU_MIND4_cons	Facility management consult facility staff about decisions on	Ordinal	1	Strongly Disagree
	ult	patient care		2	Disagree
		F *******		3	Uncertain
345				4	Agree
	EIL MINDS .:		0 1 1	5	Strongly Agree
	FU_MIND5_patie	Facility management try to find ways to increase patient	Ordinal	1	Strongly Disagree
	ntparticipation	participation in treatment		$\frac{2}{2}$	Disagree
				3	Uncertain
346				4	Agree
	EII MIND6 toom	Escility management promote team building to solve puchlams	Ordinal	5	Strongly Agree
	FU_MIND6_team	Facility management promote team building to solve problems	Ordinai	1 2	Strongly Disagree
	building			$\begin{vmatrix} 2 \\ 3 \end{vmatrix}$	Disagree Uncertain
				4	Agree
347				5	Strongly Agree
	FU_MIND7_share	Facility staff involved in Project MIND have a shared sense of	Ordinal	1	Strongly Disagree
			Oramai	2	Disagree Disagree
	dresponsibility	responsibility for success of the project		3	Uncertain
				4	Agree
348				5	Strongly Agree
	FU_MIND8_rolesr	Facility staff involved in Project MIND have clear roles and	Ordinal	1	Strongly Disagree
		·		2	Disagree
	esponsibilities	responsibilities		3	Uncertain
349				4	Agree
349				5	Strongly Agree
	FU_MIND9_freeti	Facility staff have been freed up for the time required for the	Ordinal	1	Strongly Disagree
	me	project		2	Disagree
		project		3	Uncertain
350				4	Agree
				5	Strongly Agree
	FU_MIND10_reso	Facility staff have access to any resources they require for the	Ordinal	1	Strongly Disagree
	urces	project		2	Disagree
				3	Uncertain
351				4	Agree
	EII MINID 11 for J	Communication on the project will be through recorder	Ordinal	5	Strongly Disagree
	I.O_MINDII_ieed	Communication on the project will be through regular	Orumai	2	Strongly Disagree Disagree
	backcommunicatio	feedback meetings		$\frac{2}{3}$	Uncertain
	n			4	Agree
352	11			5	Strongly Agree
	FU ORCA A CH	The proposed change to the service delivery of the facility - is	Ordinal	1	Strongly Disagree
				2	Disagree Disagree
	ANGE1_evidence	supported by evidence on counselling interventions		3	Uncertain
252	_couns			4	Agree
353	_			5	Strongly Agree

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	FU_ORCA_B_M	Facility management and clinical management staff in your	Ordinal	1	Strongly Disagree
	ANAGEMENT2	facility: Ask opinions of clinical staff on decisions about		2	Disagree
	_			3	Uncertain
363	ask_opinio	patient care		4	Agree
	ELL ODCA D M	Easility management and alinical management staff in your	Ordinal	5	Strongly Agree
	FU_ORCA_B_M	Facility management and clinical management staff in your	Ordinai	$\begin{vmatrix} 1 \\ 2 \end{vmatrix}$	Strongly Disagree Disagree
	ANAGEMENT3_	facility: Try to improve patient education and increase patient		$\frac{2}{3}$	Uncertain
	patient_ed	participation in treatment		4	Agree
364	patrent_ea	participation in treatment		5	Strongly Agree
	FU_ORCA_C_ST	Staff members in your facility: Have a sense of personal	Ordinal	1	Strongly Disagree
	AFF1_personal_re	responsibility for improving patient care and outcomes		2	Disagree
	Arri_personal_re	responsibility for improving patient care and outcomes		3	Uncertain
365	spon			4	Agree
				5	Strongly Agree
	FU_ORCA_C_ST	Staff members in your facility: Cooperate to maintain and	Ordinal	1	Strongly Disagree
	AFF2_cooperate_	improve effectiveness of patient care		$\frac{2}{2}$	Disagree
	1	1		3	Uncertain
366	maint			4	Agree
	FU ORCA C ST	Staff members in your facility: Are willing to try new things to	Ordinal	5	Strongly Agree Strongly Disagree
	TO_ORCA_C_S1	Start members in your facility. Are winning to try new tilings to	Orumai	$\frac{1}{2}$	Disagree Disagree
	AFF3_try_new_thi	improve patient care		$\frac{1}{3}$	Uncertain
	ngs			4	Agree
367	1-85			5	Strongly Agree
	FU_ORCA_C_ST	Staff members in your facility: Are interested in changes in	Ordinal	1	Strongly Disagree
	AFF4_change_pro	clinical processes		2	Disagree
	711 1 +_change_pro	ennear processes		3	Uncertain
368	cesse			4	Agree
				5	Strongly Agree
ĺ	FU_ORCA_D_FA	Facility management and clinical management staff in your	Ordinal	$\frac{1}{2}$	Strongly Disagree
	CILITYMANAGE	facility: Provide effective management of facility staff for		$\frac{2}{2}$	Disagree
	MENT1_ef	continuous improvement of patient care		3	Uncertain
369	WIENTI_EI	continuous improvement of patient care		4 5	Agree Strongly Agree
	FU_ORCA D FA	Facility management and clinical management staff in your	Ordinal	1	Strongly Disagree
				2	Disagree
	CILITYMANAGE	facility: Give clear areas of responsibility for facility staff		3	Uncertain
370	MENT2_ar			4	Agree
370				5	Strongly Agree
	FU_ORCA_D_FA	Facility management and clinical management staff in your	Ordinal	1	Strongly Disagree
	CILITYMANAGE	facility: Encourage team building to solve problems with		2	Disagree
				3	Uncertain
371	MENT3_te	patient care		4	Agree
<u> </u>				5	Strongly Agree

	FU_ORCA_D_FA	Facility management and clinical management staff in your	Ordinal	1	Strongly Disagree
		facility: Encourage communication between staff offering		2	Disagree
				3	Uncertain
372	MENT4_co	different services		4	Agree
	EU ODGA D EA		0 1 1	5	Strongly Agree
	FU_ORCA_D_FA	Facility management and clinical management staff in your	Ordinal		Strongly Disagree
	CILITYMANAGE	facility: Provide staff with information on the facility		$\begin{vmatrix} 2 \\ 3 \end{vmatrix}$	Disagree Uncertain
	MENT5_pe	performance		3	Agree
373	WIEN 13_pe	performance		5	Strongly Agree
	FU ORCA D FA	Facility management and clinical management staff in your	Ordinal	1	Strongly Disagree
			orumur	$\frac{1}{2}$	Disagree
	CILITYMANAGE	facility: Set up clear goals for patient care		3	Uncertain
374	MENT6_go			4	Agree
3/4				5	Strongly Agree
	FU_ORCA_D_FA	Facility management and clinical management staff in your	Ordinal	1	Strongly Disagree
	CILITYMANAGE	facility: Provide staff members with feedback on effects of		2	Disagree
		·		3	Uncertain
375	MENT7_de	clinical decisions		4	Agree
	ELL ODCA D EA	E-difference of a 1-linial management of ff in	0.1:1	5	Strongly Agree
	FU_ORCA_D_FA	Facility management and clinical management staff in your	Ordinal		Strongly Disagree
	CILITYMANAGE	facility: Hold staff members accountable for achieving results		$\begin{vmatrix} 2 \\ 3 \end{vmatrix}$	Disagree Uncertain
	MENT8_st			4	Agree
376	WILLIVIO_St			5	Strongly Agree
	FU_ORCA_E_SE	Senior management in my facility: Believe that current	Ordinal	1	Strongly Disagree
				2	Disagree
	MORMANAGEM	practices can be improved		3	Uncertain
377	ENT1_impr			4	Agree
377				5	Strongly Agree
	FU_ORCA_E_SE	Senior management in my facility: Encourage and support	Ordinal	1	Strongly Disagree
	NIORMANAGEM	changes to improve patient care		2	Disagree
				3	Uncertain
378	ENT2_supp			4 5	Agree Strongly Agree
	FU_ORCA_E_SE	Senior management in my facility: Work cooperatively with	Ordinal	1	Strongly Disagree
			Ordinar	$\frac{1}{2}$	Disagree Disagree
	NIORMANAGEM	other staff to make appropriate changes		3	Uncertain
	ENT3_coop			4	Agree
379	_ 1			5	Strongly Agree
	FU_ORCA_F_GE	In general in my facility, when there is agreement that change	Ordinal	1	Strongly Disagree
	NERAL 1 financia	needs to happen: We have the necessary support in terms of		2	Disagree
	TIERALI_IIIIaiicia	• • • • • • • • • • • • • • • • • • • •		3	Uncertain
380	1	budget or financial resources		4	Agree
				5	Strongly Agree

	FU_ORCA_F_GE	In general in my facility, when there is agreement that change	Ordinal	1	Strongly Disagree
	NERAL2_training	needs to happen: We have the necessary support in terms of		2	Disagree
	NEKALZ_training	needs to happen. We have the necessary support in terms of		3	Uncertain
381		training		4	Agree
301				5	Strongly Agree
	FU_ORCA_F_GE	In general in my facility, when there is agreement that change	Ordinal	1	Strongly Disagree
	NERAL3_facilites	needs to happen: We have the necessary support in terms of		$\frac{2}{2}$	Disagree
		* 11		3	Uncertain
382		facilities		4	Agree
	EIL ODCA E CE	In gaparal in my facility, when there is agreement that abonds	Ordinal	5	Strongly Disagree
	FU_ORCA_F_GE	In general in my facility, when there is agreement that change	Ordinai	$\begin{vmatrix} 1 \\ 2 \end{vmatrix}$	Strongly Disagree Disagree
	NERAL4_staff	needs to happen: We have the necessary support in terms of		$\frac{1}{3}$	Uncertain
		staffing		$\frac{1}{4}$	Agree
383		Starring		5	Strongly Agree
	FU_ORCA_G_SE	Senior and clinical management in my facility: Agree on the	Ordinal	1	Strongly Disagree
				2	Disagree
	NIOR_CLINICAL	goals for this intervention		3	Uncertain
384	1_agree			4	Agree
304				5	Strongly Agree
	FU_ORCA_G_SE	Senior and clinical management in my facility: Will be	Ordinal	1	Strongly Disagree
	NIOR CLINICAL	informed and involved in the intervention		2	Disagree
	_	morniou and myoryou in the intervention		3	Uncertain
385	2_invol			4	Agree
	EIL ODGA G GE	C ' 1 1' ' 1	0.11.1	5	Strongly Agree
	FU_ORCA_G_SE	Senior and clinical management in my facility: Agree on	Ordinal		Strongly Disagree
	NIOR_CLINICAL	adequate resources to accomplish the intervention		$\begin{vmatrix} 2 \\ 3 \end{vmatrix}$	Disagree Uncertain
	3_resou			4	Agree
386	3_1030u			5	Strongly Agree
	FU_ORCA_G_SE	Senior and clinical management in my facility: Set a high	Ordinal	1	Strongly Disagree
				2	Disagree
	NIOR_CLINICAL	priority on the success of the intervention		3	Uncertain
207	4_succe			4	Agree
387				5	Strongly Agree
	FU_ORCA_H_TE	The implementation team members: Share responsibility for	Ordinal	1	Strongly Disagree
	AM1_share_succe	the success of this intervention		2	Disagree
	7 HVII_SHAIC_SACCC	the success of this intervention		3	Uncertain
388	SS			4	Agree
-	EIL ODG A IL TE		0.11.1	5	Strongly Agree
	FU_ORCA_H_TE	The implementation team members: Have clearly defined roles	Ordinal		Strongly Disagree
	AM2_roles	and responsibilities		2	Disagree
				3	Uncertain Agree
389				4 5	Strongly Agree
				J	Subligly Agree

	FU_ORCA_H_TE	The implementation team members: Have release time or can	Ordinal	1	Strongly Disagree
	AM3_time	accomplish intervention tasks within their regular work load		2	Disagree
	_			3	Uncertain
390				$\begin{vmatrix} 4 \\ 5 \end{vmatrix}$	Agree Strongly Agree
	FU_ORCA_H_TE	The implementation team members: Have staff support and	Ordinal	1	Strongly Disagree
	ITO_OKCA_II_IE		Ordinar	$\frac{1}{2}$	Disagree Disagree
	AM4_resources	other resources required for the project		$\begin{vmatrix} 2 \\ 3 \end{vmatrix}$	Uncertain
				4	Agree
391				5	Strongly Agree
	FU_ORCA_I_PL	There is an implementation plan for the intervention which:	Ordinal	1	Strongly Disagree
	AN1_roles	Identifies specific roles and responsibilities		2	Disagree
	ANI_IOIES	identifies specific foles and responsibilities		3	Uncertain
392				4	Agree
332				5	Strongly Agree
	FU_ORCA_I_PL	There is an implementation plan for the intervention which:	Ordinal	1	Strongly Disagree
	AN2_tasks_timeli	Clearly describes tasks and timelines		2	Disagree
				3	Uncertain
393	ne			4	Agree
	FU_ORCA_I_PL	There is an implementation plan for the intervention which:	Ordinal	5	Strongly Disagree
	FU_ORCA_I_FL	There is an implementation plan for the intervention which.	Ordinai	$\begin{vmatrix} 1 \\ 2 \end{vmatrix}$	Strongly Disagree Disagree
	AN3_education	Includes appropriate provider/patient education		$\begin{vmatrix} 2 \\ 3 \end{vmatrix}$	Uncertain
				4	Agree
394				5	Strongly Agree
	FU_ORCA_I_PL	There is an implementation plan for the intervention which:	Ordinal	1	Strongly Disagree
	ANA saknowladge	A aknowledges staff input and opinions		2	Disagree
	AN4_acknowledge	Acknowledges staff input and opinions		3	Uncertain
395	ment			4	Agree
333				5	Strongly Agree
	FU_ORCA_J_CO	Communication will be maintained through: Regular meetings	Ordinal	1	Strongly Disagree
	MMUNICATION	covering the intervention		2	Disagree
				3	Uncertain
396	1_meeting			4 5	Agree Strongly Agree
	FU_ORCA_J_CO	Communication will be maintained through: Involvement of	Ordinal	1	Strongly Disagree
			Gramar	2	Disagree Disagree
	MMUNICATION	quality management staff in project planning and		3	Uncertain
207	2_quality	implementation		4	Agree
397				5	Strongly Agree
	FU_ORCA_J_CO	Communication will be maintained through: Regular feedback	Ordinal	1	Strongly Disagree
	MMUNICATION	to clinical management on progress of intervention activities		2	Disagree
				3	Uncertain
398	3_feedbac	and resource needs		4	Agree
				5	Strongly Agree

MMUNICATION 4_feedbac		FU_ORCA_J_CO	Communication will be maintained through: Regular feedback	Ordinal	1	Strongly Disagree	
4 Agree FU_ORCA_K_PR OGRESS1_patient feed FU_ORCA_K_PR OGRESS2_patient feed FU_ORCA_K_PR OGRESS2_staff_f OGRESS2_staff_f OGRESS2_staff_f FU_ORCA_K_PR OGRESS2_staff_f OGRESS2_staff_f FU_ORCA_K_PR OGRESS3_discuss FU_ORCA_K_PR OGRESS3_discuss FU_ORCA_K_PR OGRESS3_discuss FU_ORCA_K_PR OGRESS3_discuss FU_ORCA_K_PR OGRESS3_discuss FU_ORCA_K_PR OGRESS3_discuss FU_ORCA_K_PR OGRESS3_discuss FU_ORCA_K_PR OGRESS3_discuss FU_ORCA_K_PR OGRESS3_discuss FU_ORCA_K_PR OGRESS3_discuss FU_ORCA_K_PR OGRESS3_discuss FU_CARI_A_HE ALTHSYSTEM1 FU_CARI_A_HE ALTHSYSTEM1 FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE ALTHSYSTEM3 FU_CARI_A_HE ALTHSYSTEM3 FU_CARI_A_HE ALTHSYSTEM3 FU_CARI_A_HE ALTHSYSTEM3 FU_CARI_A_HE The Department of Health recognizes that implementation of evidence-based practice will necessarily affect service provision (e.g., could increase demand for mental health service) FU_CARI_A_HE The Department of Health recognize that evidence-based FU_CARI_		MMUNICATION	to clinicians on effects of the intervention on patient care			9	
FU_ORCA_K_PR OGRESS1_patient 400 FU_ORCA_K_PR OGRESS2_staff_f eedback from patients on the intervention FU_ORCA_K_PR OGRESS2_staff_f eedback from staff on implementation of the intervention FU_ORCA_K_PR OGRESS3_discuss for presentation/discussion of results and implications for ion_f FU_CARL_A_HE ALTHSYSTEM1 FU_CARL_A_HE ALTHSYSTEM2 FU_CARL_A_HE ALTHSYSTEM2 FU_CARL_A_HE ALTHSYSTEM2 FU_CARL_A_HE ALTHSYSTEM2 FU_CARL_A_HE ALTHSYSTEM3 FU_CARL_A_HE The Department of Health recognizes that implementation of evidence-based practice will necessarily affect service provision (e.g., could increase demand for mental health service implementation may require additional expenditures FU_CARL_A_HE The Department of Health recognize that evidence-based ALTHSYSTEM3 FU_CARL_A_HE The Department of Health recognize that evidence-based Ordinal FU_CARL_A_HE The Department of Health recognize that evidence-based Ordinal ALTHSYSTEM3 FU_CARL_A_HE The Department of Health recognize that evidence-based Ordinal ALTHSYSTEM3 FU_CARL_A_HE The Department of Health recognize that evidence-based Ordinal FU_CARL_A_HE The Department of Health recognize that evidence-based Ordinal FU_CARL_A_HE The Department of Health recognize that evidence-based Ordinal FU_CARL_A_HE The Department of Health recognize that evidence-based Ordinal FU_CARL_A_HE FU_CARL_A_HE FU_CARL_A_HE FU_CARL_A_HE FU_CARL_A_HE FU_CARL_A_HE FU_CARL_A_HE FU_CARL_A_HE FU_CARL_A_HE FU_CARL_A_HE FU_CARL_A_HE FU_CARL_A_HE FU_CARL_A_HE FU_CARL_A_HE FU_CARL_A_HE FU_CARL_A_HE FU_CAR		1 foodboo	-		3		
FU_ORCA_K_PR OGRESS1_patient _feed Foundation	99	4_reedbac			4 5	_	
OGRESS1_patient _feed		FU ORCA K PR	Progress of the project will be measured by: Collecting	Ordinal	1		
FU_ORCA_K_PR Progress of the project will be measured by: Collecting Ordinal 1 Strongly Agree Disagree 2 Disag				Ordinar	$\frac{1}{2}$. .	
FU_ORCA_K_PR OGRESS2_staff_f eedback from staff on implementation of the intervention FU_ORCA_K_PR OGRESS2_staff_f eedback from staff on implementation of the intervention FU_ORCA_K_PR OGRESS3_discuss FU_ORCA_K_PR OGRESS3_discuss for presentation/discussion of results and implications for ion_f FU_CARI_A_HE ALTHSYSTEM1 FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE ALTHSYSTEM3 The Department of Health recognizes that implementation of provision (e.g., could increase demand for mental health service provision (e.g., could increase demand for mental health service implementation may require additional expenditures Somewhat The Department of Health recognize that evidence-based Ordinal 1 Not at all 2 Somewhat 3 A fair amount 4 A great deal Not at all 2 Somewhat 3 A fair amount 4 A great deal The Department of Health recognize that evidence-based Ordinal 1 Not at all 2 Somewhat 3 A fair amount 4 A great deal		OGRESS1_patient	feedback from patients on the intervention			_	
FU_ORCA_K_PR OGRESS2_staff_f feedback from staff on implementation of the intervention feedba feedback from staff on implementation of the intervention feedba feedback from staff on implementation of the intervention feedba feedback from staff on implementation of the intervention feedba feedback from staff on implementation of the intervention feedba feedback from staff on implementation of the intervention feedback from staff on implementation of the intervention feedback from staff on implementation of the intervention feedback from staff on implementation of the intervention feedback from staff on implementation of the intervention feedback from staff on implementation of the intervention feedback from staff on implementation of the intervention feedback from staff on implementation of the intervention feedback from staff on implementation of the intervention feedback from staff on implementation of the intervention feedback from staff on implementation of the intervention feedback from staff on implementation of the intervention feedback from staff on implementation of the intervention feedback from staff on implementation of the intervention feedback from staff on implementation for phisagree in the project will be measured by: Collecting feedback from staff on implementation of the intervention feedback from staff on implementation feedback from staff on implementation of the intervention in the project feedback from staff on implementation of the intervention in the project feedback from staff on implementation of the intervention in the project feedback from staff on implementation of the intervention in the project feedback from staff on implementation of the intervention in the project feedback from staff on implementation of the intervention in the project feedback from staff on implementation of the intervention in the project feedback from staff on implementation of the intervention in the project feedback from staff on implementation of the intervention in the project feedback from staff or inter	00	_feed			4	Agree	
OGRESS2_staff_f eedback from staff on implementation of the intervention OGRESS2_staff_f eedback from staff on implementation of the intervention FU_ORCA_K_PR OGRESS3_discuss for presentation/discussion of results and implications for continued improvements FU_CARI_A_HE ALTHSYSTEM1 FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE The Department of Health recognizes that implementation of evidence-based practice will necessarily affect service provision (e.g., could increase demand for mental health services). Disagree 3 Uncertain A Agree 5 Strongly Agree Ordinal 1 Not at all 2 Somewhat 3 A fair amount 4 A great deal Ordinal 1 Not at all 2 Somewhat 3 A fair amount 4 A great deal FU_CARI_A_HE evidence-based practice will necessarily affect service provision (e.g., could increase demand for mental health services). FU_CARI_A_HE The Department of Health recognize that evidence-based Ordinal 1 Not at all 2 Somewhat 3 A fair amount 4 A great deal ATHSYSTEM3 practice implementation may require additional expenditures 2 Somewhat	00				5	Strongly Agree	
Corresponding to the intervention Corresponding to the intervention Corresponding to the project will be measured by: Providing a forum Cordinal		FU_ORCA_K_PR	Progress of the project will be measured by: Collecting	Ordinal	1	. .	
eedba FU_ORCA_K_PR OGRESS3_discuss OGRESS3_discuss for presentation/discussion of results and implications for ion_f FU_CARI_A_HE ALTHSYSTEM1 FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE ALTHSYSTEM3 FREquence Surrough Vagree 5 Strongly Agree Cordinal 1 Not at all 2 Somewhat 3 A fair amount 4 A great deal Cordinal 5 Not at all 2 Somewhat 5 Somewhat 6 A great deal 6 Ordinal 7 Not at all 8 Somewhat 8 A great deal 8 Somewhat 8 A great deal 8 A g		OGRESS2 staff f	feedback from staff on implementation of the intervention			<u> </u>	
FU_ORCA_K_PR OGRESS3_discuss for presentation/discussion of results and implications for ion_f FU_CARI_A_HE ALTHSYSTEM1 FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE ALTHSYSTEM3 FYACTION TO THE ABOVE TH			Tools and start on impromentation of the intervention		1.		
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OGRESS3_discuss for presentation/discussion of results and implications for ion_f continued improvements		ELL ODCA V DD	Due cause of the ancient will be accounted by Dueviding a form	Ondinal	5		
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FU_CARI_A_HE The Department of Health recognizes the importance of Ordinal 1 Not at all 2 Somewhat 3 A fair amount 4 A great deal Ordinal 1 Not at all 2 Somewhat 3 A fair amount 4 A great deal Ordinal 1 Not at all 2 Somewhat 3 A fair amount 4 A great deal Ordinal 1 Not at all 2 Somewhat 3 A fair amount A great deal Ordinal 1 Not at all 2 Somewhat 3 A fair amount A great deal A great deal Ordinal 1 Not at all 2 Somewhat 3 A fair amount A great deal A great deal Ordinal 1 Not at all A great deal Ordinal 1 Not at all Ordinal Ordinal 1 Not at all Ordinal Or		OGRESS3_discuss	for presentation/discussion of results and implications for		$\frac{2}{3}$	<u> </u>	
FU_CARI_A_HE ALTHSYSTEM1 FU_CARI_A_HE ALTHSYSTEM1 FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE ALTHSYSTEM3 FX FV_CARI_A_HE ALTHSYSTEM3 FX FV FV FV FV FV FV FV FV FV		ion f	continued improvements				
FU_CARI_A_HE ALTHSYSTEM1 FU_CARI_A_HE ALTHSYSTEM1 FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE ALTHSYSTEM3 FU_CARI_A_HE ALTHS	02	1011_1	continued improvements		-	_	
ALTHSYSTEM1 evidence-based practice. ALTHSYSTEM1 evidence-based practice. EV_CARI_A_HE ALTHSYSTEM2 evidence-based practice will necessarily affect service provision (e.g., could increase demand for mental health services). EV_CARI_A_HE ALTHSYSTEM2 The Department of Health recognizes that implementation of evidence-based practice will necessarily affect service provision (e.g., could increase demand for mental health services). EV_CARI_A_HE ALTHSYSTEM3 practice implementation may require additional expenditures.		FU_CARI_A_HE	The Department of Health recognizes the importance of	Ordinal	1		
FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE revidence-based practice will necessarily affect service provision (e.g., could increase demand for mental health services). FU_CARI_A_HE revidence-based practice will necessarily affect service and for mental health services. FU_CARI_A_HE revidence-based practice implementation may require additional expenditures. ALTHSYSTEM3 practice implementation may require additional expenditures.					2	Somewhat	
FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE ALTHSYSTEM2 FU_CARI_A_HE ALTHSYSTEM3 FU_CARI_A_HE ALTHSYSTEM3 FU_CARI_A_HE ALTHSYSTEM3 FU_CARI_A_HE ALTHSYSTEM3 FU_CARI_A_HE ALTHSYSTEM3 FU_CARI_A_HE ALTHSYSTEM3 FRActice implementation may require additional expenditures FU_CARI_A_HE ALTHSYSTEM3 FRActice implementation may require additional expenditures FU_CARI_A_HE ALTHSYSTEM3 FRACTICE implementation may require additional expenditures	U3	ALIBISIEMI	evidence-based practice.		3	A fair amount	
ALTHSYSTEM2 evidence-based practice will necessarily affect service provision (e.g., could increase demand for mental health services). EU_CARI_A_HE The Department of Health recognize that evidence-based Ordinal 1 Not at all 2 Somewhat 2 Somewhat 3 A fair amount 4 A great deal 404 ALTHSYSTEM3 practice implementation may require additional expenditures					4		
ALTHSYSTEM2 evidence-based practice will necessarily affect service provision (e.g., could increase demand for mental health services). ALTHSYSTEM2 evidence-based practice will necessarily affect service 3 A fair amount 4 A great deal FU_CARI_A_HE The Department of Health recognize that evidence-based Ordinal 1 Not at all 2 Somewhat		FU_CARI_A_HE	The Department of Health recognizes that implementation of	Ordinal	1		
provision (e.g., could increase demand for mental health services). FU_CARI_A_HE		ALTHSYSTEM2	evidence-based practice will necessarily affect service				
FU_CARI_A_HE The Department of Health recognize that evidence-based Ordinal 1 Not at all 2 Somewhat			·				
FU_CARI_A_HE The Department of Health recognize that evidence-based Ordinal 1 Not at all 2 Somewhat			provision (e.g., could increase demand for mental nearth		4	A great deal	
AI THSYSTEM3 practice implementation may require additional expenditures 2 Somewhat	04		services).				
ALTHNYNIEMS Inractice implementation may require additional expenditures		FU_CARI_A_HE	The Department of Health recognize that evidence-based	Ordinal			
		ALTHSYSTEM3	practice implementation may require additional expenditures.				
	05						
requiring additional budget and/or shifting along budget lines. 4 A great deal	05		requiring additional budget and/or shifting along budget lines.		4	A great deal	
FU_CARI_A_HE Technical assistance (e.g., training, coaching, ongoing support) Ordinal 1 Not at all	· · · ·	FU_CARI_A_HE	Technical assistance (e.g., training, coaching, ongoing support)	Ordinal			
ALTHSYSTEM4 is available for the intervention being implemented.		ALTHSYSTEM4	is available for the intervention being implemented.				
406 3 A fair amount	06						
FU_CARI_A_HE All stakeholders having a role to play have been consulted Ordinal 1 Not at all		EII CADI A UE	All stakeholders having a role to play have been consulted	Ordinal			
2 Somewhat				Olullial			
ALTHSYSTEM5 about their views on the intervention implementation 3 A fair amount		ALTHSYSTEM5	about their views on the intervention implementation				
407 4 A great deal	07						

	FU_CARI_B_OR	There is leadership support from top management in the form	Ordinal	1 Not at all
	GANIZATIONAL	of a designated person responsible for implementation for this		2 Somewhat 3 A fair amount
408	1	intervention.		4 A great deal
	FU_CARI_B_OR	Human resources are adequate and available to introduce and	Ordinal	1 Not at all
	GANIZATIONAL	sustain the intervention		2 Somewhat
409	2			3 A fair amount 4 A great deal
	FU_CARI_B_OR	Financial resources are adequate and available to introduce and	Ordinal	1 Not at all
	GANIZATIONAL	sustain the intervention		2 Somewhat
410	3			3 A fair amount4 A great deal
	FU_CARI_B_OR	Change at this time is appropriate and feasible in the day to day	Ordinal	1 Not at all
	GANIZATIONAL	work of the facility		2 Somewhat
411	4	, we see the constant,		3 A fair amount 4 A great deal
411			0.4:1	-
	FU_CARI_C_FU	There is an outcome management system in place that will	Ordinal	1 Not at all2 Somewhat
	NCTIONAL1	enable the facility to monitor patient outcomes with the new		3 A fair amount
412		intervention against previous outcomes		4 A great deal
	FU_CARI_C_FU	There is a system in place to share patient outcomes with staff	Ordinal	1 Not at all
	NCTIONAL2	and management		2 Somewhat
413		č		3 A fair amount 4 A great deal
	FU_CARI_C_FU	There is the physical space required to for the intervention	Ordinal	1 Not at all
	NCTIONAL3			2 Somewhat
414	INCTIONALS	(e.g., space for counselling session)		3 A fair amount
717				4 A great deal
	FU_CARI_C_FU	There is intent to use outcome data to inform service delivery	Ordinal	1 Not at all
	NCTIONAL4			2 Somewhat 3 A fair amount
415				4 A great deal
	FU_CARI_D_CU	Generally speaking, facility staff understand the mission and	Ordinal	1 Not at all
	LTURE_CLIMAT	goals of this organization relate to evidence based practices		2 Somewhat
416	E1	•		3 A fair amount4 A great deal
	FU_CARI_D_CU	Generally speaking, staff in this facility understand what	Ordinal	1 Not at all
	LTURE_CLIMAT	evidence based practices are and hold positive attitudes toward		2 Somewhat
417	_			3 A fair amount
417	E2	their use		4 A great deal

	FU_CARI_D_CU	Staff in this facility are given high levels of autonomy in their	Ordinal	1 Not at all
	LTURE_CLIMAT	work and encouraged to ask questions		2 Somewhat
418	E3			3 A fair amount4 A great deal
	FU_CARI_D_CU	There are open lines of communication in place in this facility.	Ordinal	1 Not at all
	LTURE_CLIMAT			2 Somewhat
419	E4			3 A fair amount
419				4 A great deal
	FU_CARI_D_CU	Innovation is rewarded	Ordinal	1 Not at all
	LTURE_CLIMAT			2 Somewhat3 A fair amount
420	E5			4 A great deal
	FU_CARI_E_LEA	Senior leadership considers that the intervention addresses an	Ordinal	1 Not at all
	DERSHIP1	important gap in service delivery.		2 Somewhat
421		important gap in service denvery.		3 A fair amount
	FII CADI E I EA	Implementing the selected intervention is aligned with facility	Ordinal	4 A great deal 1 Not at all
			Ordinar	2 Somewhat
	DERSHIP2	and health system goals		3 A fair amount
422				4 A great deal
	FU_CARI_E_LEA	There are financial (e.g., cost effective) and/or mental health	Ordinal	1 Not at all
	DERSHIP3	reasons (e.g., better outcomes, meeting client needs) to		2 Somewhat
				3 A fair amount
423		implement this intervention		4 A great deal
	FU_CARI_E_LEA	Senior leadership is convinced of the value of this intervention	Ordinal	1 Not at all
	DERSHIP4			2 Somewhat
424				3 A fair amount
	ELL CADI E LEA	Senior leadership is willing and able to lead and shape the	Ordinal	4 A great deal 1 Not at all
			Orumai	1 Not at all 2 Somewhat
	DERSHIP5	implementation		3 A fair amount
425				4 A great deal
	FU_CARI_F_STA	Staff in this facility want professional growth and development	Ordinal	1 Not at all
	FF1			2 Somewhat
426				3 A fair amount
	ELL CARLE CEA		0 11 1	4 A great deal
	FU_CARI_F_STA	Staff preferences for learning and practice change are taken	Ordinal	1 Not at all2 Somewhat
	FF2	into consideration when selecting interventions and planning		2 Somewhat3 A fair amount
427		implementation		4 A great deal
	FU_CARI_F_STA	Staff show they are ready for this type of practice change	Ordinal	1 Not at all
	FF3			2 Somewhat
428	113			3 A fair amount
				4 A great deal

FU_CARI_G_IMP LEMENTATION1 FU_CARI_G_IMP	On the intervention Staff demonstrate evidence-based practice skills (e.g., client engagement, critical thinking, use of positive reinforcements, analytical thinking). There is a comprehensive implementation team in place (e.g., representatives from multiple sections of the facility) There is a communications plan to share progress of the	Ordinal Ordinal	2 3 4 1 2 3 4 1 2 3 4	Somewhat A fair amount A great deal Not at all Somewhat A fair amount A great deal Not at all Somewhat A fair amount
FU_CARI_F_STA FF5 FU_CARI_G_IMP LEMENTATION1 FU_CARI_G_IMP	Staff demonstrate evidence-based practice skills (e.g., client engagement, critical thinking, use of positive reinforcements, analytical thinking). There is a comprehensive implementation team in place (e.g., representatives from multiple sections of the facility) There is a communications plan to share progress of the	Ordinal	1 2 3 4 1 2 3 4	A great deal Not at all Somewhat A fair amount A great deal Not at all Somewhat A fair amount
FU_CARI_G_IMP LEMENTATION1 FU_CARI_G_IMP	engagement, critical thinking, use of positive reinforcements, analytical thinking). There is a comprehensive implementation team in place (e.g., representatives from multiple sections of the facility) There is a communications plan to share progress of the	Ordinal	1 2 3 4 1 2 3 4	Not at all Somewhat A fair amount A great deal Not at all Somewhat A fair amount
FU_CARI_G_IMP LEMENTATION1 FU_CARI_G_IMP	engagement, critical thinking, use of positive reinforcements, analytical thinking). There is a comprehensive implementation team in place (e.g., representatives from multiple sections of the facility) There is a communications plan to share progress of the	Ordinal	3 4 1 2 3 4	Somewhat A fair amount A great deal Not at all Somewhat A fair amount
FU_CARI_G_IMP LEMENTATION1 FU_CARI_G_IMP	analytical thinking). There is a comprehensive implementation team in place (e.g., representatives from multiple sections of the facility) There is a communications plan to share progress of the		3 4 1 2 3 4	A fair amount A great deal Not at all Somewhat A fair amount
LEMENTATION1 FU_CARI_G_IMP	analytical thinking). There is a comprehensive implementation team in place (e.g., representatives from multiple sections of the facility) There is a communications plan to share progress of the		4 1 2 3 4	A great deal Not at all Somewhat A fair amount
LEMENTATION1 FU_CARI_G_IMP	There is a comprehensive implementation team in place (e.g., representatives from multiple sections of the facility) There is a communications plan to share progress of the		1 2 3 4	Not at all Somewhat A fair amount
LEMENTATION1 FU_CARI_G_IMP	representatives from multiple sections of the facility) There is a communications plan to share progress of the		2 3 4	Somewhat A fair amount
FU_CARI_G_IMP	There is a communications plan to share progress of the	Ordinal	3 4	A fair amount
FU_CARI_G_IMP	There is a communications plan to share progress of the	Ordinal	4	
		Ordinal		
		()rdinal	1 1	A great deal
LEMENTATION2			$\frac{1}{2}$	Not at all
	implementation with stakeholders, regardless of their direct		$\begin{vmatrix} 2 \\ 2 \end{vmatrix}$	Somewhat A fair amount
	involvement (e.g. Department of Health Principals)			A fair amount A great deal
FU_CARI_G_IMP	There is intent to monitor fidelity of the intervention.	Ordinal	1	Not at all
LEMENTATION3				Somewhat
				A fair amount
		0 1 1		A great deal
FU_CARI_H_IR	Staff training on the intervention should involve theory and	Ordinal		Not at all Somewhat
AINING1	discussion.			A fair amount
				A great deal
FII CARI H TR	Staff training on the intervention should involve them having a	Ordinal	1	Not at all
		Oraniai	$\frac{1}{2}$	Somewhat
AINING2	chance to show their new skills			A fair amount
			4	A great deal
FU_CARI_H_TR	Staff training on the intervention should involve chances for	Ordinal	1	Not at all
A INING2	practicing and gaining feedback		2	Somewhat
AININGS	practicing and gaining reedback.		3	A fair amount
			4	A great deal
FU_CARI_H_TR	A supervisor should be available for support beyond the	Ordinal	1	Not at all
AINING4	training phase.			Somewhat
	8 F			A fair amount
ELL CADI II TD	A 1	011	4	A great deal
FU_CARI_H_IR	Adequate time will be set aside for training, reflection and	Ordinai		Not at all Somewhat
AINING5	practice			A fair amount
				A great deal
NOTES2	Notes	String	- -	11 great dear
	FU_CARI_G_IMP LEMENTATION3 FU_CARI_H_TR AINING1 FU_CARI_H_TR AINING2 FU_CARI_H_TR AINING3 FU_CARI_H_TR AINING4 FU_CARI_H_TR AINING4	EMENTATION3 FU_CARI_H_TR AINING1 Staff training on the intervention should involve theory and discussion. FU_CARI_H_TR AINING2 Staff training on the intervention should involve them having a chance to show their new skills FU_CARI_H_TR AINING3 FU_CARI_H_TR A supervisor should be available for support beyond the training phase. FU_CARI_H_TR Adequate time will be set aside for training, reflection and practice	involvement (e.g., Department of Health Principals). FU_CARI_G_IMP LEMENTATION3 FU_CARI_H_TR AINING1 Staff training on the intervention should involve theory and discussion. FU_CARI_H_TR AINING2 Staff training on the intervention should involve them having a chance to show their new skills FU_CARI_H_TR AINING3 FU_CARI_H_TR AINING3 FU_CARI_H_TR AINING4 A supervisor should be available for support beyond the training phase. FU_CARI_H_TR AINING4 A dequate time will be set aside for training, reflection and practice	involvement (e.g., Department of Health Principals). There is intent to monitor fidelity of the intervention. There is intent to monitor. There is intent to m