



ICTP Adapted Organizational Readiness for Implementing Change (ORIC) Measure: Service Agencies Implementing Triple P Interventions

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

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

Response Scale:

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

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

1. People who work here are committed to implementing Triple P.
2. People who work here feel confident that they can keep track of progress in implementing Triple P.
3. People who work here will do whatever it takes to implement Triple P.
4. People who work here feel confident that the organization can support people as they adjust to Triple P.
5. People who work here want to implement Triple P.
6. People who work here feel confident that they can handle the challenges that might arise in implementing Triple P.
7. People who work here are determined to implement Triple P.
8. People who work here feel confident that they can coordinate tasks so that implementation goes smoothly.



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9. People who work here are motivated to implement Triple P.
 10. People who work here feel confident that they can manage the politics of implementing Triple P.

References

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