

The Change Companies® Fidelity Tool Scoring Definitions

1	2	3	4	5
Skill undermines program integrity	Skill evidenced at below average level	Skill evidenced at average level	Skill evidenced at above average level	Skill evidenced at superior level

1 – Skill level undermines program integrity

The facilitator has major skill deficiencies to the extent that the integrity of the curriculum and *Interactive Journaling*® model is seriously undermined.

Facilitation: Lack of adherence to appropriate facilitation strategies; inaccurate or misleading explanations

Delivery style: Demonstrating little or no attention to participant perspective; facilitator actively assumes the expert role for the majority of the interaction

Responsivity: Rigid use of content without any attempts to meet needs of the participant

Group work: Intra-group collaboration is absent

2 – Skill evidenced at below average level

The skill is delivered with some adherence to the Facilitator Guide, Interactive Journal facilitation strategies or group work/individual skills, but with areas requiring significant improvement.

Facilitation: Demonstrates awareness of facilitation strategies, though implemented in an inconsistent or confusing way

Delivery style: Responsive to opportunities to collaborate and makes efforts to explore each participant perspective

Responsivity: Some flexibility in meeting the needs of each participant

Group work: Group seems to be engaged and participating, though the facilitator may be allowing some group members to dominate the session

3 – Skill evidenced at average level

The skill is demonstrated consistent with curriculum, behavior change approach and *Interactive Journaling*® model with areas requiring minor improvement. A score of 3 indicates that the facilitator runs the session as intended, but can be improved.

Facilitation: Facilitator understands Facilitator Guide and *Interactive Journaling*® strategies, and session moves along at a good pace

Delivery style: Incorporates participant contributions in a lukewarm manner; attends to participant language in favor of change

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3 – Skill evidenced at average level

(continued)

Responsivity: Applies strategies in a manner consistent with each participant’s needs, demonstrating flexibility in the facilitator’s approach

Group work: Elicits feedback from group to ensure comprehension; responds creatively to ensure group needs are met

4 – Skill evidenced at above average level

Facilitator shows skilled performance in session delivery, showing areas requiring very minor improvement. A score of 4 represents competent performance. Areas for improvement are very minor and based on enhancing skills that are already apparent and delivered to good effect in the individual or group session.

Facilitation: Facilitator is well prepared, articulate in delivery of content and balances time between lecture, Journal and sharing

Delivery style: Facilitator consistently attends to participant language about change and fosters collaboration in a way that each participant’s contributions impact the session in a meaningful way

Responsivity: Responds well to participant cues and uses creativity in explaining the content in a way that each participant can relate to and understand

Group work: Shifts attention around the room in a skillful way; manages disruptions and maintains group engagement

5 – Skill evidenced at superior level

Facilitator consistently demonstrates the skill to a high standard throughout the session. A score of 5 represents highly proficient performance with the facilitator demonstrating superior individual or group facilitation skills.

Facilitation: Facilitator is knowledgeable about behavior change and specific facilitation strategies and is able to expand and draw upon skills in a highly complex and integrated manner

Delivery style: Facilitator consistently encourages partnership so that participant contributions greatly influence the session content; facilitator consistently increases the strength and momentum of participant language in favor of change

Responsivity: Facilitator demonstrates a markedly flexible style that consistently meets the needs of each participant; is “in tune” with each participant’s needs, demonstrating creative and multi-modal strategies to keep each participant engaged

Group work: Group is connected and engaged throughout the session; participants demonstrate respectful language that is consistent with the facilitation style the facilitator has modeled

Psychometric Information about the Fidelity Tool

The intraclass correlations (ICCs) are all in the good-to-excellent range. The alphas for Facilitation, Delivery and Responsivity are all above .95. There is excellent correlation between the Motivational Interviewing Treatment Integrity (MITI, the gold standard measure of MI skill) and the delivery items M through P with spearman rhos between .80 and .90.