

LEADING CHANGE TOOLKIT™

TO HELP CHANGE AGENTS AND
CHANGE TEAMS MAKE LASTING
IMPROVEMENTS IN HEALTH CARE

Implementation Leadership Scales (ILS)

Tool's Purpose

The Implementation Leadership Scales (ILS) assesses strategic leadership pertaining to evidence base practice implementation, or the degree that a leader performs actions demonstrating their proactiveness, knowledge, support, and perseverance in creating a culture/climate that values evidence-based practice. There are two versions of the ILS, one for staff to report about their supervisor/leader, and another for supervisors/leaders to report about themselves (Aarons et al., 2014).

Brief Tool Description

- 12 items, 4- point Likert scale. Four subscales:
 - Proactive leadership (3 items)
 - Knowledgeable leadership (3 items)
 - Supportive leadership (3 items)
 - Perseverant leadership (3 items)

Knowledge to Action Framework Phase(s):

- Assess barriers/facilitators to knowledge use
- Monitor knowledge use

Available Languages: English

Source to Access Tool:

- [ILS tool](#)
- [ILS scoring guide](#)
- Dr. Gregory A. Aarons
 - Primary author of development paper for ILS
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Development Article/Psychometric Article

Aarons, G.A., Ehrhart, M.G. and Farahnak, L.R. (2014). The Implementation Leadership Scale (ILS): Development of a brief measure of unit level implementation leadership. *Implementation Science*, 9, 45. <https://doi.org/10.1186/1748-5908-9-45>