

Tool: Implementation Support Practitioner Core Competencies

ISP Core Competencies Self-Assessment



Purpose: This rating scale provides an opportunity for reflection on current practice to identify areas of strength and areas for learning and further development.

How to use: May be completed as a self-assessment and/or in collaboration between implementation specialists and supervisor and/or coach. Consider prioritizing areas rated 1-5 for learning and development first and selecting no more than 2 areas of focus at one time

Directions: Please rate your implementation practice skills from 1 (*no level of competence or experience in skill area*) to 10 (*mastery level of competence-extensive experience in skill area*) for each competency and provide evidence for your rating. Visit the [Implementation Support Practitioner Core Competencies](#) for more detailed information on each.

Competency	Rating										Evidence
	none									superior	
CO-CREATION AND ENGAGEMENT											
Co-learning Work collaboratively with systems stakeholders to learn how applied knowledge on implementation science can be effectively used in the local context	1	2	3	4	5	6	7	8	9	10	
Brokering Enable knowledge exchange and sharing among stakeholders to increase understanding of diverse perspectives and increase the application of implementation science to improve outcomes.	1	2	3	4	5	6	7	8	9	10	
Addressing power differentials Address power imbalances between community members, stakeholders in the wider system, technical assistance providers, and researchers by building trust, supporting two-way communication, cultivating opportunities for mutual consultation, and identifying many accountabilities.	1	2	3	4	5	6	7	8	9	10	
Co-design Co-design tools, resources, and models through iterative processes and consensus-building.	1	2	3	4	5	6	7	8	9	10	
Tailored support Determine frequency, duration, and intensity of implementation support based on the needs, goals, and context of the implementation team and systems stakeholders.	1	2	3	4	5	6	7	8	9	10	

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	none									superior	
ONGOING IMPROVEMENT											
Assess needs Work with stakeholders to understand the population and community needs and the extent to which potential interventions meet identified needs for particular target populations.	1	2	3	4	5	6	7	8	9	10	
Understand Context Conduct assessments of contextual fit between proposed programs and the local service settings before moving forward with implementation. Learn about the community, the organization, the site, and the local history	1	2	3	4	5	6	7	8	9	10	
Apply & integrate implementation science approaches Apply and integrate appropriate approaches by using systems thinking participatory methods, and knowledge management and exchange (Bammer, 2005).	1	2	3	4	5	6	7	8	9	10	
Facilitation Enable a process of participatory problem solving and support that occurs in a context of a recognized need for improvement and supportive interpersonal relationships.	1	2	3	4	5	6	7	8	9	10	
Communication Support communication between stakeholders at every stage of implementation including the use of feedback loops, communication plans, and communication protocols.	1	2	3	4	5	6	7	8	9	10	
Conduct improvement cycles Use data throughout implementation to purposefully reexamine implementation processes and continuously improve practice, organization and systems changes.	1	2	3	4	5	6	7	8	9	10	
SUSTAINING CHANGE											
Grow and sustain relationships Grow and sustain diverse, authentic, respectful, and trusting relationships with stakeholders to guide and support implementation and systems change efforts.	1	2	3	4	5	6	7	8	9	10	
Develop Teams Develop and coach implementation teams that will be responsible for a change effort.	1	2	3	4	5	6	7	8	9	10	
Build capacity Increase the knowledge, skills, motivation, and attitudes to achieve their goals.	1	2	3	4	5	6	7	8	9	10	
Cultivate leadership Identify and strengthen leaders to be systems leaders who work across organization and system boundaries and silos.	1	2	3	4	5	6	7	8	9	10	

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Once you have completed your self-assessment, you may visit and download the [Implementation Support Practitioner Individual Planning Template](#).

Metz, A., Louison, L., Burke, K., Albers, B., & Ward, C. (2020). Implementation support practitioner profile: Guiding principles and core competencies for implementation practice. Chapel Hill, NC: National Implementation Research Network, University of North Carolina at Chapel Hill.