| Activity: Implementation Drivers  Reflection on Selection | **Text  Description automatically generated** |
| --- | --- |
|  | |
| Selection of staff, from an Active Implementation perspective is different from “selection as usual” in two important ways. Review the two distinctions, and then try to apply the two concepts in your setting or to your initiative. | |

### Instructions

1. **Review the two key distinctions of Active Implementation “Selection”**

* Selection is viewed as a *mutual* process. For example, a school or district is deciding whether or not to select an individual to join them and the process allows the applicant to understand the expectations related to the position in order to determine if their skills, abilities, and attitudes are a good “fit.”
* Selection includes *role play* or *behavior rehearsal* processes. These processes allow interviewers to observe how applicants respond to feedback and how able and willing they are to learn new practices. This process provides insight into how an applicant might respond to feedback and data. A desire and ability to learn and grow are critical for ongoing improvement.

1. **Apply It Now**

Think about your recruitment, interviewing, and selection process. After reviewing the two key distinctions above, what are two things you could do to improve the Selection process (including recruitment, interviewing, and selection) in our setting so that it better supports effective implementation?

*Table 1. Action Plan*

| **Action** | **Goal / Purpose** | **Lead** |
| --- | --- | --- |
|  |  |  |
|  |  |  |