

CFIR Index

Consolidated Framework for Implementation Research



The Consolidated Framework for Implementation Research (CFIR) Index is a quantitative measure of barriers and facilitators to an implementation process. The CFIR Index is based on the CFIR model developed by Laura Damschroder and colleagues (2009).

The CFIR Index can be used at any stage of implementation and can be used in various settings. The CFIR Index consists of 29 items across four dimensions. The four dimensions are: 1) Perceptions of the Intervention (i.e., the evidence-based intervention, guideline, or FDA approved medication to be implemented); 2) Perceptions of the System & Community (i.e., systems, community, and economic aspects to the implementation of the intervention); 3) Perceptions of the Program (i.e., organizational aspects such as leadership, climate, and readiness); and 4) Perceptions of the Clinicians Who Will Use the Intervention (i.e., workforce, workflow, and self-efficacy). Each item is ranked on a scale from -2 (barrier) to 0 (neutral) to +2 (facilitator).

Data are collected during site visits to organizations. CFIR Index ratings are based on interviews with key informants, rapid ethnographic observations, and document review. Scores are derived for each item (29) and dimension (4).

CFIR Index summary data can be used to document baseline barriers and facilitators, tailor implementation strategies, and/or to examine mediators and moderators of implementation outcomes.

DATE: ____/____/____

RATER(S): _____

AGENCY NAME: _____

PROGRAM NAME: _____

NAME OF INTERVENTION/SERVICE BEING IMPLEMENTED:

| A. PERCEPTIONS OF THE INTERVENTION | | |
|--|-----------------------|---------------------------------|
| Measure | Observations/Comments | Barrier ← Neutral → Facilitator |
| A1. Intervention Source There is a perceived advantage of the intervention being developed, either internally (within the organization) or externally (from an outside source) | | (-2) (-1) 0 (+1) (+2) |
| A2. Evidence strength and quality Belief in the strength of evidence for the intervention's effectiveness. | | (-2) (-1) 0 (+1) (+2) |
| A3. Relative Advantage Belief in the advantage of implementing the intervention versus another option. | | (-2) (-1) 0 (+1) (+2) |
| A4. Adaptability Belief that the intervention can be adapted, modified, or refined to better fit the organization, treatment providers, or patient needs. | | (-2) (-1) 0 (+1) (+2) |
| A5. Testability Belief that the intervention can first be tested on a small scale and then abandoned if it fails. | | (-2) (-1) 0 (+1) (+2) |
| A6. Complexity Belief that the intervention is complicated and highly complex. | | (-2) (-1) 0 (+1) (+2) |
| A7. Cost Cost of the intervention including the costs associated with implementing it. | | (-2) (-1) 0 (+1) (+2) |



B. PERCEPTIONS OF THE SYSTEM & COMMUNITY

| Measure | Observations/Comments | Barrier ← Neutral → Facilitator |
|--|-----------------------|--|
| <p>B1. Patient needs and resources</p> <p>Belief that the intervention fits with patient needs, preferences and resources.</p> | | <p style="text-align: center;"> -2 -1 0 +1 +2 </p> |
| <p>B2. Network connectivity</p> <p>The degree to which the program is connected with other similar health care organizations, such as through ACOs, provider associations or regional affiliations.</p> | | <p style="text-align: center;"> -2 -1 0 +1 +2 </p> |
| <p>B3. Peer pressure</p> <p>Perception that there is competitive pressure to adopt this intervention or to keep up with other agencies within the system.</p> | | <p style="text-align: center;"> -2 -1 0 +1 +2 </p> |
| <p>B4. External policy and incentives</p> <p>System wide influences exist, such as through policy and service reimbursement, to implement the intervention.</p> | | <p style="text-align: center;"> -2 -1 0 +1 +2 </p> |



| C. PERCEPTIONS OF THE PROGRAM | | |
|--|-----------------------|---------------------------------|
| Measure | Observations/Comments | Barrier ← Neutral → Facilitator |
| C1. Structural characteristics The social structure, age, maturity, and size of the program. | | (-2) (-1) (0) (+1) (+2) |
| C2. Networks and communications The strength and adhesiveness of social networks, as demonstrated by formal and informal communications within the program. | | (-2) (-1) (0) (+1) (+2) |
| C3. Culture Beliefs, values, ethics and basic assumptions within the program that welcome the intervention. | | (-2) (-1) (0) (+1) (+2) |
| C4. Implementation climate The program's capacity to make changes, including a shared vision of the need for improvement and commitment to the program's growth. | | (-2) (-1) (0) (+1) (+2) |
| C5. Tension for change Belief that the current situation definitely needs to change. | | (-2) (-1) (0) (+1) (+2) |
| C6. Compatibility The degree to which the intervention fits within existing workflows and operations. | | (-2) (-1) (0) (+1) (+2) |
| C7. Relative priority The belief that the intervention is a high priority for the program to implement. | | (-2) (-1) (0) (+1) (+2) |



C. PERCEPTIONS OF THE PROGRAM, CONT.

| Measure | Observations/Comments | Barrier ← Neutral → Facilitator |
|---|-----------------------|--|
| <p>C8. Organizational incentives</p> <p>Program incentives provided to staff for doing the intervention, both concrete (such as money, awards, promotions, etc.) and prestige (such as stature and respect).</p> | | <p style="text-align: center;"> -2 -1 0 +1 +2 </p> |
| <p>C9. Goals and feedback</p> <p>The degree to which the program clearly communicates goals to staff and provides them with feedback.</p> | | <p style="text-align: center;"> -2 -1 0 +1 +2 </p> |
| <p>C10. Learning climate</p> <p>An inquisitive, curious and open-minded learning climate exists across the program.</p> | | <p style="text-align: center;"> -2 -1 0 +1 +2 </p> |
| <p>C11. Readiness for implementation</p> <p>The program is at the ‘action’ stage of implementing this intervention. Practices that have already implemented the intervention may be at the ‘sustainment’ stage – continuation of ‘action.’</p> | | <p style="text-align: center;"> -2 -1 0 +1 +2 </p> |
| <p>C12. Leadership engagement</p> <p>Commitment, involvement, and accountability of leaders and managers for the intervention’s implementation.</p> | | <p style="text-align: center;"> -2 -1 0 +1 +2 </p> |
| <p>C13. Resource availability</p> <p>The level of resources dedicated for implementation, including money, training, physical space, and time.</p> | | <p style="text-align: center;"> -2 -1 0 +1 +2 </p> |
| <p>C14. Access to knowledge and information</p> <p>Ease of access to information, knowledge, and tools to do the intervention.</p> | | <p style="text-align: center;"> -2 -1 0 +1 +2 </p> |



D. PERCEPTIONS OF THE CLINICIANS WHO WILL USE THE INTERVENTION

| Measure | Observations/Comments | Barrier ← Neutral → Facilitator |
|--|-----------------------|--|
| <p>D1. Clinician knowledge and beliefs about the intervention</p> <p>Clinicians' attitudes toward the intervention and value placed on the intervention.</p> | | <p style="text-align: center;"> -2 -1 0 +1 +2 </p> |
| <p>D2. Clinician self-efficacy</p> <p>Clinicians' confidence in their ability to do the intervention and do it well.</p> | | <p style="text-align: center;"> -2 -1 0 +1 +2 </p> |
| <p>D3. Clinician stage of motivation for the intervention</p> <p>Clinicians are in the 'action' stage of motivation to do this intervention. If already doing, then are at the 'sustainment' stage - continuing the implementation.</p> | | <p style="text-align: center;"> -2 -1 0 +1 +2 </p> |
| <p>D4. Clinician identification with the program</p> <p>Clinicians have an "organizational commitment" to their program and see themselves as part of a highly valued group with an important mission.</p> | | <p style="text-align: center;"> -2 -1 0 +1 +2 </p> |



BENCHMARK SUMMARY >>

Agency: _____
Program: _____
Rater(s): _____

Date of Review: ____/____/____

Name of Intervention/Service being implemented: _____

A. Perceptions of the Intervention

A1. _____
A2. _____
A3. _____
A4. _____
A5. _____
A6. _____
A7. _____

Sum Total= _____
Total/7= _____

B. Perceptions of the System & Community

B1. _____
B2. _____
B3. _____
B4. _____

Sum Total= _____
Total/4= _____

C. Perceptions of the Program

C1. _____
C2. _____
C3. _____
C4. _____
C5. _____
C6. _____
C7. _____
C8. _____
C9. _____
C10. _____
C11. _____
C12. _____
C13. _____
C14. _____

Sum Total= _____
Total/14= _____

D. Perceptions of the Clinicians Who Will Use the Intervention

D1. _____
D2. _____
D3. _____
D4. _____

Sum Total= _____
Total/4= _____

Additional Comments:

For more information on the CFIR Index, including the CFIR Index Manual for Administration and Scoring, please contact:

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