



work, family & health network

Work, Family & Health Network

Process Evaluation Variables Measuresbook

Data was collected for the majority of these variables/datasets during and/or between the Baseline and 6 month CAPI. STAR/T occurred between the Baseline and 6 month CAPI.

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Section 1: Tomo Employee Behavior Tracking Variables

Page last updated: 06-06-11

Prepared by: Rachel Magennis and David Meier

DATAFILE: TPE6M_EBT_ANALYSISDRAFT1

Tomo Employee Behavior Tracking Variables

DESCRIPTION

All employees in a workgroup randomized to STAR were eligible to participate in 2 behavior tracking activities. The first was a Sludge Eradication Activity. In this activity the STAR Coordinator sent out a daily Outlook calendar event via email that asked session participants to participate in an online poll every day for 2 weeks. The poll asked them to report the number of times (frequency each day) they 1) used the Sludge Eradication Strategy, 2) thought about saying something 'Sludgy' but stopped themselves, or 3) had a Sludge-Free day. Results from this Sludge Poll were then shared with participants during the Sludge Session.

The second behavior tracking activity was called Do Something Scary. STAR participants were first introduced to the activity in the Culture Clinic Session, where they examined a list of potential 'scary' activities and chose one that they would like to try. Ideas were provided in the form of activity cards in earlier sessions and then this was changed to providing employees with a page of ideas. Each group member then made a commitment to try their 'scary' activity and shared it with the group. Participants were also encouraged to trade activities with other team members later and share their stories. Following the session, the STAR Coordinator sent out an Outlook calendar event daily with a link in it to the 'Do Something Scary Forum.' Here the employees tracked their experiences trying to initiate new work practices for the following 2 weeks (both the one they had committed to in the session, as well as new activities that they continued on with). Specifically employees were encouraged to take more control over their work time and processes as well as come up with ways to support their coworkers. Instant group feedback was provided to employees via the web poll.

Note: These measures were collected at the Bundle level only!

Linking/Merging Info

These data are linked to other data through the variable SITE.

SUBJECT INSTRUCTIONS

Sludge Eradication Poll



WHAT IS SLUDGE? Sludge is any unproductive comment that places judgement on how a co-worker is spending his or her time. It is a toxic force that must be eradicated!

Take this DAILY POLL over the next two weeks to help your team monitor and eradicate Sludge from the work environment!

I used the Sludge Eradication Strategy

(When sludged, offered help or asked if something was needed)

of times since last entry

I was going to say something "Sludgy" but stopped myself

of times since last entry

I had a Sludge-free day!

of days since last entry

Done

Do Something Scary Forum



DO SOMETHING SCARY? This means you should be doing new things to:

- (1) SUPPORT your co-workers (Red List)
- (2) take greater CONTROL over time and work processes (Blue List)

Make posts to this forum when you have completed a "Do Something Scary" list. After you have posted your first activity you can trade with a coworker to try a new one. You can also post other "scary" things you are doing or things people have done for you.

Support Posts (Red List)

Supporting co-workers' family and personal lives, and providing support for work results.

Card Examples: "I will celebrate a worker's family or personal successes" and "I will volunteer to go to a meeting and report back to the group about action items"

Have you provided or received SUPPORT?

- ☐ Yes, I completed a Support Activity
- ☐ Yes, another kind of Family or Personal Support
- ☐ Yes, another kind of Support for Work Results
- ☐ No, not yet

Please share what you did or what someone did for you.

Control Posts (Blue List)

Taking greater control over work time and creating smarter or better work processes.

Card Examples: "I will pick a work day next week and not set my alarm clock. I will wake up naturally" and "I will start a discussion about how we can work more effectively with clients"

Have you or someone else done something to take greater CONTROL OVER WORK TIME? Have you or someone else done something to create SMARTER/BETTER WORK GROUP PROCESSES?

- ☐ Yes, I completed a control activity
- ☐ Yes, another kind of Control Over Work Time activity
- ☐ Yes, another kind of Creating Smarter/Better Group Work Processes
- ☐ No, not yet

Please share what you did or what someone did for you.

Variable Name	Variable Label
SITE	Corresponding Site that data refers to. This is the variable to use to match this dataset to other data sources.
PE_SLUDGE	Percent Sludge Participation = This is the total group participation percentage for all days of data collection calculated by $((\text{total Cumulative Completed Polls})/(\text{Number of Employees} \times 10)) \times 100$
PE_SUPPORT	Percent Support Participation = This is the total group Support participation percentage for all days of data collection calculated by $((\text{total Cumulative Reports of Support})/(\text{Number of Employees})) \times 100$
PE_CONTROL	Percent Control Participation = This is the total group Control participation percentage for all days of data collection calculated by $((\text{total Cumulative Reports of Control over processes})/(\text{Number of Employees})) \times 100$

TOMO DESCRIPTIVE STATISTICS

VARIABLE	N	MEAN	STD	MIN	MAX	SKEW	KURT
pe_sludge	13	28.077	12.385	5.3	46.2	-0.5299	0.5948
pe_support	13	24.2	13.062	13.3	62	2.23592	6.0116
pe_control	13	27.677	17.867	17.2	84.8	3.14567	10.536

[FREQUENCIES FOR CATEGORICAL SINGLE ITEM QUESTIONS]

CAPI Site				
site	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	7.69	1	7.69
2	1	7.69	2	15.38
3	1	7.69	3	23.08
4	1	7.69	4	30.77
5	1	7.69	5	38.46
6	1	7.69	6	46.15
7	1	7.69	7	53.85
8	1	7.69	8	61.54
9	1	7.69	9	69.23
10	1	7.69	10	76.92
11	1	7.69	11	84.62
12	1	7.69	12	92.31
13	1	7.69	13	100

Section 2: LEEF Employee Behavior Tracking Variables

Page last updated: 02-17-14

Prepared by: David Meier, updated by Lisa Buxbaum Burke 12-06-13; Rachel Magennis 02-12-14

DATAFILE: lpe_ebt_analysisdraft1

LEEF Employee Behavior Tracking Variables

DESCRIPTION

In each facility randomized to START, all employees who were invited to participate in the START rollout were eligible to participate in two behavior tracking activities. The first was a **Sludge Eradication Activity**. In this activity the START Coordinator placed posters in different common access areas within the facility (typically the break room for each floor or in unit managers' offices or near the time clock) and asked staff to place a smiley face shaped stamp in the appropriate box depending on the type of Sludge Eradication Activity they performed and the study day (1 to 14) on which it was performed. The posters had boxes in which a participant could stamp once for each time that day they 1) used the Sludge Eradication Strategy, 2) thought about saying something 'Sludgy' but stopped themselves, or 3) had a Sludge-Free day. Results from these Sludge posters were then shared with participants during the Culture Clinic sessions (the next session after the activity). To remind everyone to monitor and eradicate Sludge, each participant was asked to wear a Sludge Eradication card on their lanyard. Just as with the posters, they were instructed that each time they did one of the Sludge Eradication actions on the poster, they should stamp their card. At the end of the two week period, participants put their name on the card and turned it in at the Culture Clinic session or in a centrally located collection box. The START Coordinator collected the box and counted the cards.

The second behavior tracking activity was called **Do Something Different**. START participants were first introduced to the activity in the Culture Clinic Session, where they examined a list of potential 'different' activities and chose one that they would like to try. Ideas were provided in the form of activity cards in earlier sites and then this was changed to providing employees with a handout of ideas. The handout was two-sided – one side listed activities for ways to support co-workers, and the other side included examples of ways to take more control over work time and processes. Each group member then made a commitment to try their 'different' activity and share it with the group. Participants were also encouraged to share their stories with coworkers during the two weeks of this activity. Following the session, the START Coordinator once again placed posters in common areas of the facility. These posters had two large boxes (Control and Support). Employees were asked to place a star shaped stamp in the 'control' box each time they took greater control over their work time or created a smarter/better way to care for residents. Employees were also asked to place a star shaped stamp in the 'support' box each time they gave or received family or personal support or gave or received support caring for a resident. Employees were asked to track these control and support experiences for two weeks. Results from these Do Something Different/Do Something Supportive posters were then shared with participants during the Forum sessions (the next sessions after the activity). The two versions of the posters are included below (one references the activity cards that were phased out and replaced by handouts). To remind everyone to 'do something different' and 'do something supportive', each participant was asked to wear a card on their lanyard. Just as with the posters, they were instructed that each time they did something different or did something supportive, they should stamp their card. At the end of the two week period, participants put their name on the card and turned it in at the Forum session or in a centrally located collection box. The START Coordinator collected the box and counted the cards.

"Number of Employees" used in calculating these variables was obtained from the site profile documents and represent the "# of employees including managers." The site profile documents note that the original source of this data is the Full Roster.

Sludge Eradication and Do Something Different Poster Examples

START **SLUDGE ERADICATION!**
SUPPORT. TRANSFORM. ACHIEVE. RESULTS. TODAY.

Monitor and work to eradicate Sludge from your environment by stamping your total for each question every day for 2 weeks.

Used the Sludge Eradication Strategy!

6/15 16 17 18 19 20 21 22 23 24 25 26 27 28

thought about saying something "Sludgy" but stopped myself!

6/15 16 17 18 19 20 21 22 23 24 25 26 27 28

had a Sludge-Free day!

6/15 16 17 18 19 20 21 22 23 24 25 26 27 28

What is Sludge? Sludge is any unproductive comment that places judgment on how a co-worker is spending their time. It is a **toxic force** that does not enhance resident care and should be eradicated!

SLUDGE RAFFLE
Remember to stamp your card!

START
SUPPORT. TRANSFORM. ACHIEVE. RESULTS. TODAY.

DO SOMETHING DIFFERENT!

After you complete your Do Something Different card, stamp the poster in the control or support category. Trade for a new card and keep going.

CONTROL (Blue Cards)

I took greater control over MY WORK TIME.
I created a smarter/better way to care for RESIDENTS.



SUPPORT (Red Cards)

I gave or received FAMILY or PERSONAL support.
I gave or received support caring for a RESIDENT.



PARTICIPATION RAFFLE
Remember to stamp your card!



START
SUPPORT. TRANSFORM. ACHIEVE. RESULTS. TODAY.

DO SOMETHING DIFFERENT!

After Doing Something Different, stamp the poster in the control or support category. Then, pick another activity from the lists and keep on going!

CONTROL (Blue List)

I took greater control over MY WORK TIME.
I created a smarter/better way to care for RESIDENTS.



SUPPORT (Red List)

I gave or received FAMILY or PERSONAL support.
I gave or received support caring for a RESIDENT.



PARTICIPATION RAFFLE
Remember to stamp your card!



Variable Name	Variable Label
SITE	Corresponding Leef Site that data refers to. This is the variable to use to match this dataset to other data sources.
PE_SLUDGE	Total Site Sludge Eradication Participation Percentage = This is the total group participation percentage for all days of data collection calculated by $((\text{total Cumulative Total Responses})/(\text{Number of Employees} * 10)) * 100$
PE_SUPPORT	Total Site Support Participation = This is the total site Support participation percentage for all days of data collection calculated by $((\text{Support Stamps})/(\text{Number of Employees})) * 100$
PE_CONTROL	Total Site Control Participation = This is the total site Control participation percentage for all days of data collection calculated by $((\text{Control Stamps})/(\text{Number of Employees})) * 100$
PE_SLUDGE2**	Total Site Sludge Eradication Participation Percentage = This is the total group participation percentage for all days of data collection calculated by $((\text{total Cumulative Total Responses})/(\text{Number of Employees})) * 100$

** PE_SLUDGE2 is similar to PE_SLUDGE, but without the number of employees being multiplied by 10.
PE_SLUDGE2 mimics the formulas from Support and Control.

Section 3: Tomo STAR Session Fidelity/Session Summary Sheet Variables

Page last updated: 06-06-11

Prepared by: Rachel Magennis, Kelly Chermack and Rachelle Hill

DATAFILE: TPE6M_FIDELITYSSS_ANALYSISDRAFT1

STAR Session Fidelity/Session Summary Sheet Data

DESCRIPTION

After every STAR session, the session facilitator and STAR Coordinator (if in attendance) filled out a brief 'Session Summary Sheet.' The sheet asked them to fill in logistical information such as the date and time of the session, # of participants, study and workgroups numbers, etc... The sheet also asked them to note if various specific session activities were performed or not, as well as comment on why and what was perhaps unique about each session. Each of the 7 sessions had a different number of activities expected, depending on the goals and priorities of the session. There were 34 session activities total, combining the number of activities in each session contained in the migration. Thus, out of the total number of activities for each session, a workgroup's total number of activities possible throughout the STAR migration was 34. Using the facilitators SSS, we counted the number of activities that were completed as intended to arrive at a fidelity score for each workgroup. Fidelity at the session level is simply calculated as the ratio of the number of activities completed to the number possible. We then created a similar ratio for a STAR workgroup's overall migration fidelity score. The workgroup's overall fidelity score is simply arrived at by the ratio of the number of activities completed in the entire migration out of a total possible of 34.

Note: All scores came from the researchers, the STAR Coordinators, not the session facilitators.

Note: There is no fidelity data for the workgroups in the 1.0 Bundle because the session summary sheets changed drastically between 1.0 and 2.0 and beyond.

Note: There are missing data for some of the sessions fidelity flags because the STAR Coordinators did not attend 100% of all the sessions.

Linking/Merging Info

These data are linked to other data through the variable WGID.

VARIABLE NAME, DESCRIPTION AND LABELS

Variable Name	Variable Description
PE_BUNDLE	Bundle to which study group belongs
STUDYGROUP	Study Group
WGID	Workgroup ID: Level of data collection and variable used to merge data to other data files
PE_CCReact	CC Reaction Score: The STAR Coordinator's perception of the participant's reaction to the Culture Clinic session 1='clearly resistant' 10='excited to move forward'
PE_LEFLAG	LE Fidelity Flag: Did the Leadership Education session(s) have fidelity problems for this workgroup? (85% cutoff)

	0=no fidelity problems 1=fidelity problems
PE_KOFLAG	KO Fidelity Flag: Did the Kickoff session(s) have fidelity problems for this workgroup? (85% cutoff) 0=no fidelity problems 1=fidelity problems
PE_SLFLAG	SL Fidelity Flag: Did the Sludge session(s) have fidelity problems for this workgroup? (85% cutoff) 0=no fidelity problems 1=fidelity problems
PE_CCFLAG	CC Fidelity Flag: Did the Culture Clinic session(s) have fidelity problems for this workgroup? (85% cutoff) 0=no fidelity problems 1=fidelity problems
PE_MOFLAG	MO Fidelity Flag: Did the Manager Only session(s) have fidelity problems for this workgroup? (85% cutoff) 0=no fidelity problems 1=fidelity problems
PE_FOFLAG	FO Fidelity Flag: Did the Forum session(s) have fidelity problems for this workgroup? (85% cutoff) 0=no fidelity problems 1=fidelity problems
PE_TOTFLAG	Total Sessions Fidelity Flag: Did the STAR sessions have fidelity problems for this workgroup? (85% cutoff. 15% or more of session items missed. 5.1 or more of 34 session items missed) 0=no fidelity problems 1=fidelity problems
PE_FIRSTDATE	Date of Leadership Education Session for that workgroup
PE_LASTDATE	Date of last Forum Session for that workgroup

TOMO DESCRIPTIVE STATISTICS

[FREQUENCIES FOR CATEGORICAL SINGLE ITEM QUESTIONS]

Bundle of CAPI Sites				
pe_bundle	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	5	8.2	5	8.2
10.0-11.0	16	26.23	21	34.43
12.0-13.0	7	11.48	28	45.9
2.0-3.0	6	9.84	34	55.74
4.0-5.0	10	16.39	44	72.13

6.0-7.0	7	11.48	51	83.61
8.0-9.0	10	16.39	61	100

Study Group				
studygroup	Frequency	Percent	Cumulative Frequency	Cumulative Percent
01a	5	8.2	5	8.2
...
13c	5	8.2	61	100

Workgroup				
wgid	Frequency	Percent	Cumulative Frequency	Cumulative Percent
01	1	1.64	1	1.64
...
56a.3	1	1.64	55	90.16

CC Reaction Score				
pe_ccreact	Frequency	Percent	Cumulative Frequency	Cumulative Percent
5.5	1	1.89	1	1.89
6	14	26.42	15	28.3
6.5	2	3.77	17	32.08
6.699999809	3	5.66	20	37.74
7	21	39.62	41	77.36
7.5	1	1.89	42	79.25
8	11	20.75	53	100

LE Fidelity Flag				
pe_leflag	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	12	25.53	12	25.53
1	35	74.47	47	100

KO Fidelity Flag				
pe_koflag	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	9	19.15	9	19.15
1	38	80.85	47	100

SL Fidelity Flag				
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pe_slflag	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	20	48.78	20	48.78
1	21	51.22	41	100

CC Fidelity Flag				
pe_ccflag	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	26	54.17	26	54.17
1	22	45.83	48	100

MO Fidelity Flag				
pe_moflag	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	52	100	52	100

FO Fidelity Flag				
pe_foflag	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	19	37.25	19	37.25
1	32	62.75	51	100

Total Sessions Fidelity Flag				
pe_totflag	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	21	37.5	21	37.5
1	35	62.5	56	100

Date 1st Leadership Ed session: WG				
pe_firstdate	Frequency	Percent	Cumulative Frequency	Cumulative Percent
10/23/2009	5	8.2	5	8.2
03/18/2010	4	6.56	9	14.75
03/19/2010	6	9.84	15	24.59
05/04/2010	3	4.92	18	29.51
06/09/2010	7	11.48	25	40.98
06/14/2010	3	4.92	28	45.9
07/26/2010	8	13.11	36	59.02
08/17/2010	2	3.28	38	62.3
09/21/2010	10	16.39	48	78.69

09/22/2010	4	6.56	52	85.25
10/04/2010	2	3.28	54	88.52
10/26/2010	7	11.48	61	100

Date last Forum session: WG				
pe_lastdate	Frequency	Percent	Cumulative Frequency	Cumulative Percent
01/07/2010	5	8.2	5	8.2
06/03/2010	3	4.92	8	13.11
06/04/2010	3	4.92	11	18.03
07/16/2010	10	16.39	21	34.43
08/12/2010	1	1.64	22	36.07
09/08/2010	5	8.2	27	44.26
09/09/2010	1	1.64	28	45.9
09/22/2010	2	3.28	30	49.18
10/26/2010	4	6.56	34	55.74
10/27/2010	6	9.84	40	65.57
11/16/2010	2	3.28	42	68.85
01/12/2011	7	11.48	49	80.33
09/09/2011	12	19.67	61	100

Section 4: Leef START Session Fidelity/Session Summary Sheet Variables

Page last updated: 03-17-2014

Prepared by: Ryan Johnson

DATAFILE: LPE_FIDELITY_ANALYSISDRAFT01

LEEF STAR/T Session Fidelity/Session Summary Sheet Data

DESCRIPTION

After every START session, the session facilitator and START coordinator (if in attendance) filled out a brief 'Session Summary Sheet' (SSS). The sheet asked them to fill in logistical information such as the type of session (e.g., Culture Clinic), date and time of the session, # of participants, study and sites numbers, etc. The sheet also asked them to note if specific session activities were performed fully (Yes), partially, or not at all (No), as well as comment on why and what was perhaps unique about each session. Each of the 5 session types had a different number of activities to be performed, depending on the goals and priorities of the session. Using the SSS, a fidelity score for each type of session was computed at the facility level. Fidelity at the session level is simply calculated as the ratio of the number of activities completed to the number possible, with 'Yes' = 1, 'Partially' = 0.5, and 'No' = 0. These scores were averaged across all of the same session type within each facility. A flag variable was also created to indicate any session type with a fidelity ratio less than .85, indicating that less than 85% of the activities for that session type were successfully delivered at the facility. These scores and flag variables were computed separately for session facilitators and session coordinators due to the large discrepancy between facilitator and coordinator reports.

Note: There are missing data for several session types due to missing SSS from facilitators, coordinators, or both.

Note: For bundles 1.0 and 2.0, the session summary sheets were different, reflecting the different session structures in these bundles. For all Culture Clinic variables, Culture Clinic #1 and Culture Clinic #2 data were combined for bundles 1.0 and 2.0. For all Team Induction/Sludge variables, data from the separate Team Induction sessions and Sludge sessions were combined for bundles 1.0 and 2.0. Management Education, Managers Only #1, and Managers Only #2 sessions were only held for bundles 1.0 and 2.0.

Linking/Merging Info

These data can be linked to other Leef CAPI data.

VARIABLE NAME, DESCRIPTION AND LABELS

Variable Name	Variable Description
LF_CENTERID	Corresponding Site that data refers to. This is the variable to use to match this dataset to other data sources.

PE_CCFacFlag	CC Fidelity Flag (Facilitator): Did the Culture Clinic session(s) have fidelity problems for this site, based on facilitator reports? (85% cutoff) 0=no fidelity problems 1=fidelity problems
PE_CCCoFlag	CC Fidelity Flag (Coordinator): Did the Culture Clinic session(s) have fidelity problems for this site, based on coordinator reports? (85% cutoff) 0=no fidelity problems 1=fidelity problems
PE_CCFacReact	CC Reaction Score: The facilitator's perception of the participant's reaction to the Culture Clinic session(s). 1='clearly resistant' 10='excited to move forward'
PE_CCCoReact	CC Reaction Score: The coordinator's perception of the participant's reaction to the Culture Clinic session(s). 1='clearly resistant' 10='excited to move forward'
PE_CCFirstDate	Date of first Culture Clinic session at site.
PE_CCLastDate	Date of last Culture Clinic session at site.
PE_ST1FacFlag	ST1 Fidelity Flag (Facilitator): Did the Steering Team #1 session(s) have fidelity problems for this site, based on facilitator reports? (85% cutoff) 0=no fidelity problems 1=fidelity problems
PE_ST1CoFlag	ST1 Fidelity Flag (Coordinator): Did the Steering Team #1 session(s) have fidelity problems for this site, based on coordinator reports? (85% cutoff) 0=no fidelity problems 1=fidelity problems
PE_ST1FacReact	ST1 Reaction Score: The facilitator's perception of the participant's reaction to the Steering Team #1 session(s). 1='clearly resistant' 10='excited to move forward'
PE_ST1CoReact	ST1 Reaction Score: The coordinator's perception of the participant's reaction to the Steering Team #1 session(s). 1='clearly resistant' 10='excited to move forward'
PE_ST1FirstDate	Date of first Steering Team #1 session at site.
PE_ST1LastDate	Date of last Steering Team #1 session at site.
PE_ST2FacFlag	ST2 Fidelity Flag (Facilitator): Did the Steering Team #2 session(s) have fidelity problems for this site, based on facilitator reports? (85% cutoff) 0=no fidelity problems 1=fidelity problems
PE_ST2CoFlag	ST2 Fidelity Flag (Coordinator): Did the Steering Team #2 session(s) have fidelity problems for this site, based on coordinator reports? (85% cutoff) 0=no fidelity problems 1=fidelity problems

PE_ST2FacReact	ST2 Reaction Score: The facilitator's perception of the participant's reaction to the Steering Team #2 session(s). 1='clearly resistant' 10='excited to move forward'
PE_ST2CoReact	ST2 Reaction Score: The coordinator's perception of the participant's reaction to the Steering Team #2 session(s). 1='clearly resistant' 10='excited to move forward'
PE_ST2FirstDate	Date of first Steering Team #2 session at site.
PE_ST2LastDate	Date of last Steering Team #2 session at site.
PE_FMFacFlag	FM Fidelity Flag (Facilitator): Did the Forum session(s) have fidelity problems for this site, based on facilitator reports? (85% cutoff) 0=no fidelity problems 1=fidelity problems
PE_FMCoFlag	FM Fidelity Flag (Coordinator): Did the Forum session(s) have fidelity problems for this site, based on coordinator reports? (85% cutoff) 0=no fidelity problems 1=fidelity problems
PE_FMFacReact	FM Reaction Score: The facilitator's perception of the participant's reaction to the Forum session(s). 1='clearly resistant' 10='excited to move forward'
PE_FMCoReact	FM Reaction Score: The coordinator's perception of the participant's reaction to the Forum session(s). 1='clearly resistant' 10='excited to move forward'
PE_FMFirstDate	Date of first Forum session at site.
PE_FMLastDate	Date of last Forum session at site.
PE_TISFacFlag	TIS Fidelity Flag (Facilitator): Did the Team Induction Sludge session(s) have fidelity problems for this site, based on facilitator reports? (85% cutoff) 0=no fidelity problems 1=fidelity problems
PE_TISCoFlag	TIS Fidelity Flag (Coordinator): Did the Team Induction Sludge session(s) have fidelity problems for this site, based on coordinator reports? (85% cutoff) 0=no fidelity problems 1=fidelity problems
PE_TISFacReact	TIS Reaction Score: The facilitator's perception of the participant's reaction to the Team Induction Sludge session(s). 1='clearly resistant' 10='excited to move forward'
PE_TISCoReact	ST1 Reaction Score: The coordinator's perception of the participant's reaction to the Team Induction Sludge session(s). 1='clearly resistant' 10='excited to move forward'

PE_TISFirstDate	Date of first Team Induction Sludge session at site.
PE_TISLastDate	Date of last Team Induction Sludge session at site.
PE_MEFacFlag	ME Fidelity Flag (Facilitator): Did the Management Education session(s) have fidelity problems for this site, based on facilitator reports? (85% cutoff) (Bundles 1.0 and 2.0 only) 0=no fidelity problems 1=fidelity problems
PE_MECoflag	ME Fidelity Flag (Coordinator): Did the Management Education session(s) have fidelity problems for this site, based on coordinator reports? (85% cutoff) (Bundles 1.0 and 2.0 only) 0=no fidelity problems 1=fidelity problems
PE_MEFacReact	ME Reaction Score: The facilitator's perception of the participant's reaction to the Managers Education session(s). (Bundles 1.0 and 2.0 only) 1='clearly resistant' 10='excited to move forward'
PE_MECofReact	ME Reaction Score: The coordinator's perception of the participant's reaction to the Managers Education session(s). (Bundles 1.0 and 2.0 only) 1='clearly resistant' 10='excited to move forward'
PE_MEFirstDate	Date of first Management Education session at site. (Bundles 1.0 and 2.0 only)
PE_MELastDate	Date of last Management Education session at site. (Bundles 1.0 and 2.0 only)
PE_MO1FacFlag	MO1 Fidelity Flag (Facilitator): Did the Managers Only #1 session(s) have fidelity problems for this site, based on facilitator reports? (85% cutoff) (Bundles 1.0 and 2.0 only) 0=no fidelity problems 1=fidelity problems
PE_MO1CoFlag	MO1 Fidelity Flag (Coordinator): Did the Managers Only #1 session(s) have fidelity problems for this site, based on coordinator reports? (85% cutoff) (Bundles 1.0 and 2.0 only) 0=no fidelity problems 1=fidelity problems
PE_MO1FacReact	MO1 Reaction Score: The facilitator's perception of the participant's reaction to the Managers Only #1 session(s). (Bundles 1.0 and 2.0 only) 1='clearly resistant' 10='excited to move forward'
PE_MO1CoReact	MO1 Reaction Score: The coordinator's perception of the participant's reaction to the Managers Only #1 session(s). (Bundles 1.0 and 2.0 only) 1='clearly resistant' 10='excited to move forward'
PE_MO1FirstDate	Date of first Managers Only #1 session at site. (Bundles 1.0 and 2.0 only)
PE_MO1LastDate	Date of last Managers Only #1 session at site. (Bundles 1.0 and 2.0 only)
PE_MO2FacFlag	MO2 Fidelity Flag (Facilitator): Did the Managers Only #2 session(s) have fidelity problems for this site, based on facilitator reports? (85% cutoff) (Bundles 1.0 and 2.0 only)

	0=no fidelity problems 1=fidelity problems
PE_MO2CoFlag	MO2 Fidelity Flag (Coordinator): Did the Managers Only #2 session(s) have fidelity problems for this site, based on coordinator reports? (85% cutoff) (Bundles 1.0 and 2.0 only) 0=no fidelity problems 1=fidelity problems
PE_MO2FacReact	MO1 Reaction Score: The facilitator's perception of the participant's reaction to the Managers Only #2 session(s) (Bundles 1.0 and 2.0 only) 1='clearly resistant' 10='excited to move forward'
PE_MO2CoReact	MO1 Reaction Score: The coordinator's perception of the participant's reaction to the Managers Only #2 session(s). (Bundles 1.0 and 2.0 only) 1='clearly resistant' 10='excited to move forward'
PE_MO2FirstDate	Date of first Managers Only #2 session at site. (Bundles 1.0 and 2.0 only)
PE_MO2LastDate	Date of last Managers Only #2 session at site. (Bundles 1.0 and 2.0 only)

Section 5: Tomo Organizational Change Variables – Study Group

Page last updated: 06-06-11

Prepared by: Rachel Magennis and Anne Kaduk

DATAFILE: TPE6M_SGCHANGES_ANALYSISDRAFT1

Tomo Organizational Change Variables – Study Group

DESCRIPTION

It became clear to the Process Evaluation team early in the study that people and work groups within Tomo moved around the company quite often. We knew we needed to track this movement in order to determine what percent of our randomized units were the same between the baseline, 6, 12 and 18 month CAPIs. We also needed to track if a groups' manager remained the same or changed between waves. In order to do this we received 'headcount reports' from Tomo every 3 months that showed where every Tomo employee in the organizational units covered by the study resided in the study-defined Tomo organizational hierarchy. We used these reports to track where each individual moved to (if they moved). We then compiled the individual level information (which is from roster-type data – not just CAPI respondents) into workgroup and study group level variables, leading to the variables listed below.

*Note: this dataset will exist for 6, 12, and 18 month follow-ups, and it will be based on changes from the previous six months (ie - from baseline to 6 months for the first dataset, from six months to 12 months for the second dataset, etc), except for the percent stable since baseline variables, which will always be in reference to **baseline***

Mike Mills, Anne Kaduk and Rachel decided to do the following 051211 (this is basically notes on what we did with unusual cases):

- Not include row for workgroups 18.3 and 5b.1, since those groups dissolved/moved effectively before CAPI
- Set % left between baseline and 6 months to 100% for 29.2, since that group folded into another one after CAPI started (but wasn't caught in our dataset due to our rounding formula)
 - o 3 people responded to CAPI who are in the baseline org dataset as 29.2...
 - o The % joined will be set to missing for 29.2
 - o And percent stable will be set to zero for 29.2, to match 17.1, 17.2 and 18.1 below.
- For WG 17:
 - o Leave %joined as 100%, set percent left and percent stable to missing, since the group had no members at baseline
- For WG 17.1, 17.2 and 18.1:
 - o Leave percent left as 100% and percent stable as 0%, and set percent joined to missing (since the groups didn't exist at 6 months, as far as I can tell)

Linking/Merging Info

These data are linked to other data through the variable STUDYGROUP.

VARIABLE NAME, DESCRIPTION AND CODES

Variable Name	Variable Label
STUDYGROUP	Study Group Id
PE_SGPLEAVE	Percent of employees who left the study group between waves
PE_SGPJOIN	Percent of employees who joined the study group between waves
PE_SGPSTABLE	Percent of study group stable since baseline
SITE	Site Number

TOMO DESCRIPTIVE STATISTICS

VARIABLE	N	MEAN	STD	MIN	MAX	SKEW	KURT
pe_sgpstable	56	92.574	10.31	35.3	100	-3.579	17.205
pe_sgpleave	56	7.4952	10.377	0	64.7	3.50897	16.612
pe_sgpjoin	56	5.855	8.9468	0	45.5	2.82794	9.375

[FREQUENCIES FOR CATEGORICAL SINGLE ITEM QUESTIONS]

Study Group				
studygroup	Frequency	Percent	Cumulative Frequency	Cumulative Percent
01a	1	1.79	1	1.79
...
13c	1	1.79	56	100

Site				
site	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	2	3.57	2	3.57
2	4	7.14	6	10.71
3	6	10.71	12	21.43
4	6	10.71	18	32.14

5	4	7.14	22	39.29
6	4	7.14	26	46.43
7	6	10.71	32	57.14
8	6	10.71	38	67.86
9	2	3.57	40	71.43
10	5	8.93	45	80.36
11	4	7.14	49	87.5
12	4	7.14	53	94.64
13	3	5.36	56	100

Section 6: Tomo Organizational Change Variables – Workgroup

Page last updated: 05-07-14

Prepared by: Rachel Magennis and Anne Kaduk

DATAFILE: TPE6M_WGCHANGES_ANALYSISDRAFT02

Tomo Organizational Change Variables – Workgroup

DESCRIPTION

It became clear to the Process Evaluation team early in the study that people and work groups within Tomo moved around the company quite often. We knew we needed to track this movement in order to determine what percent of our randomized units were the same between the baseline, 6, 12 and 18 month CAPIs. We also needed to track if a groups' manager remained the same or changed between waves. In order to do this we received 'headcount reports' from Tomo every 3 months that showed where every Tomo employee in the organizational units covered by the study resided in the study-defined Tomo organizational hierarchy. We used these reports to track where each individual moved to (if they moved). We then compiled the individual level information (which is from roster-type data – not just CAPI respondents) into workgroup and study group level variables, leading to the variables listed below.

*Note: this dataset will exist for 6, 12, and 18 month follow-ups, and it will be based on changes from the previous six months (ie – from baseline to 6 months for the first dataset, from six months to 12 months for the second dataset, etc), except for the percent stable since baseline variables, which will always be in reference to **baseline***

Mike Mills, Anne Kaduk and Rachel decided to do the following 051211 (this is basically notes on what we did with unusual cases):

- Not include row for workgroups 18.3 and 5b.1, since those groups dissolved/moved effectively before CAPI
- Set % left between baseline and 6 months to 100% for 29.2, since that group folded into another one after CAPI started (but wasn't caught in our dataset due to our rounding formula)
 - o 3 people responded to CAPI who are in the baseline org dataset as 29.2...
 - o The % joined will be set to missing for 29.2
 - o And percent stable will be set to zero for 29.2, to match 17.1, 17.2 and 18.1 below.
- For WG 17:
 - o Leave %joined as 100%, set percent left and percent stable to missing, since the group had no members at baseline
- For WG 17.1, 17.2 and 18.1:
 - Leave percent left as 100% and percent stable as 0%, and set percent joined to missing (since the groups didn't exist at 6 months, as far as I can tell)

Linking/Merging Info

These data are linked to other data through the variable WGID.

VARIABLE NAME, DESCRIPTION AND CODES

Variable Name	Variable Label
WGID	Workgroup
Studygroup	Studygroup
PE_WGPLEAVE	Percent of employees who left the workgroup between waves
PE_WGPJOIN	Percent of employees who joined the workgroup between waves
PE_WGPSTABLE	Percent of workgroup group stable since baseline
PE_MGRLEFT_PREW1	Manager left workgroup before Wave 1 0 = no change in manager 1 = "previous" manager left workgroup
PE_MGRLEFT_W1W2	Manager left workgroup between waves 0 = no change in manager 1 = "previous" manager left workgroup
PE_NEWMANDATE	Date "previous" manager left workgroup
PE_ANOMALY	Description of reorganizational change to group

TOMO DESCRIPTIVE STATISTICS

VARIABLE	N	MEAN	STD	MIN	MAX	SKEW	KURT
pe_wgpleave	130	10.971	19.653	0	100	3.082	11.009
pe_wgpjoin	127	7.501	14.5	0	100	3.334	14.871
pe_wgpstable	130	89.406	19.51	0	100	-3.190	11.661

[FREQUENCIES FOR CATEGORICAL SINGLE ITEM QUESTIONS]

Workgroup				
wgid	Frequency	Percent	Cumulative	Cumulative

			Frequency	Percent
01	1	0.76	1	0.76
...
56b.3	1	0.76	131	100

Manager left WG before Wave 1				
pe_mgrleft_prew1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	128	99.22	128	99.22
1	1	0.78	129	100

Manager left WG between Waves 1 and 2				
pe_mgrleft_w1w2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	120	93.02	120	93.02
1	9	6.98	129	100

date 'previous' manager left workgroup				
pe_newmandate	Frequency	Percent	Cumulative Frequency	Cumulative Percent
10/26/2009	3	30	3	30
02/23/2010	1	10	4	40
03/21/2010	1	10	5	50
05/15/2010	1	10	6	60
05/30/2010	1	10	7	70
08/03/2010	1	10	8	80
08/13/2010	1	10	9	90
08/25/2010	1	10	10	100

Study Group				
studygroup	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	1	12.5	1	12.5
3	3	37.5	4	50
4	1	12.5	5	62.5
5	1	12.5	6	75
6	2	25	8	100

Explanation				
Anomaly	Frequency	Percent	Cumulative Frequency	Cumulative Percent

Almost all members went to 5a - tb.4 at Q1 - 2010 (BL CAPI)	1	12.5	1	12.5
Completely dissolved between Q2-2010 and Q3-2010 -->members went all over, many to 2c - 12, others to 6a - 7, etc.	1	12.5	2	25
Dissolved in Q1 - 2010 (before BL) --> all to 01a - 14a.3	1	12.5	3	37.5
Dissolved in Q3-2010 (at BL)-->all went to 01a - 14a.2	1	12.5	4	50
In Q3-09, only 17 existed. 17.1 and 17.2 were created in Q4-09 (BL) (and 17 disappeared), but in Q1-10 they merged back into just 17 (ALL SAME PEOPLE)	3	37.5	7	87.5
Looks at though 29.2 members had ALL members moved to 5d - 28 right before BL CAPI (so it dissolved)	1	12.5	8	100

Section 7: Tomo STAR Session Attendance Data

Page last updated: 06-06-11

Prepared by: Rachel Magennis and Krista Brockwood

DATAFILES: TPE6M_ATT_SG and TPE6M_ATT_WG and TPE6m_ATTEND

Tomo STAR Session Attendance Data

DESCRIPTION

In order to assess the affect of ‘dose’ of treatment for individuals and for groups, we calculated several attendance scores across STAR sessions. Attendance variables are calculated at the individual, study group and work group levels. The primary individual attendance variable is **PercentAtt**, which is calculated as the ratio of sessions attended to the total number of sessions one is eligible to attend; for employees this denominator is 4; for managers this denominator is 6. For the group-level variables, the mean percent of attendance across all sessions was calculated for the group (i.e., study group or work group) then input for each individual within the group.

NOTE: For the Intent-to-Treat Analyses at the Study Group Level, use the variables beginning with OSG_XX to include the work groups within study group 11.0d who were accidentally omitted from STAR.

Linking/Merging Info

These data are linked to other data through the variables EM_ZRID AND MN_ZRID.

VARIABLE NAME, DESCRIPTION AND LABELS

Variable Name	Variable Description
ADMINLINK6M	Linking ID for EM6M/MN6M with Admin, Org, and Proc Eval Data
ADMINLINK	Linking ID for appending EM/MN/AD/ORG/PE data across waves
PE_BUNDLEID	Bundle - by data collection bundle
STUDYGROUP	Study Group ID
WGID	Work Group ID
PE_BADSTARWG	Work Groups should be in STAR but not invited (56b, .1-.3) 0=NOT part of omitted work group 1=Part of omitted work group
PE_JOBTITLE	Job title
PE_STAR_SUP	STAR Supervisor 0=No 1=Yes
PE_ELIGIBLE	Number of sessions eligible to attend (4 for employees/6 for managers)

PE_ATTLE	<p>Attended Leadership Education</p> <p>0=Did not attend 1= Attended in person 2 = Attended remotely</p>
PE_ATTKO	<p>Attended Kick Off</p> <p>0=Did not attend 1= Attended in person 2 = Attended remotely</p>
PE_ATTSS	<p>Attended Sludge Session</p> <p>0=Did not attend 1= Attended in person 2 = Attended remotely</p>
PE_ATTCC	<p>Attended Culture Clinic</p> <p>0=Did not attend 1= Attended in person 2 = Attended remotely</p>
PE_ATTMO	<p>Attended Manager Only</p> <p>0=Did not attend 1= Attended in person 2 = Attended remotely</p>
PE_ATTFOR	<p>Attended Forum</p> <p>0=Did not attend 1= Attended in person 2 = Attended remotely</p>
PE_ATTPER	<p>Sessions attended in person</p> <p>0-6</p>
PE_ATTREM	<p>Sessions attended remotely</p> <p>0-6</p>
PE_ATTTOT	<p>Number of total sessions attended</p> <p>0-6</p>
PE_PCTATT	Percent of sessions attended (attend/elible)
PE_PCTREM	Percent of sessions attended remotely
PE_ATTLE_d	<p>Attended Leadership ED – dichotomous</p> <p>0=Did not attend 1= Attended in person or remotely</p>
PE_ATTKO_D	<p>Attended Kick off – dichotomous</p> <p>0=Did not attend</p>

	1= Attended in person or remotely
PE_ATTSS_D	Attended Sludge – dichotomous 0=Did not attend 1= Attended in person or remotely
PE_ATTCC_D	Attended Culture Clinic – dichotomous 0=Did not attend 1= Attended in person or remotely
PE_ATTMO_D	Attended Mgr Only – dichotomous 0=Did not attend 1= Attended in person or remotely
PE_ATT_F_D	Attended Forum – dichotomous 0=Did not attend 1= Attended in person or remotely
PE_ATT_MAJOR	Attended Majority of Sessions (4/6 for Mgr and 3/4 for employees) 0=No 1=Yes
PE_SGKO	Study Group Level Attendance – Mean percent of study group members attending Kick Off
PE_SGSS	Study Group Level Attendance - Mean percent of study group members attending Sludge Session
PE_SGCC	Study Group Level Attendance - Mean percent of study group members attending Culture clinic
PE_SGF	Study Group Level Attendance - Mean percent of study group members attending Forums
PE_SGLE	Study Group Level Attendance - Mean percent of study group managers attending Leadership Ed
PE_SGMO	Study Group Level Attendance - Mean percent of study group managers attending Manager Only Forum
PE_SGPCT	Study Group Level Attendance -Mean Percent of Sessions Attended Across All Session Types
PE_SGMPCT	Study Group MANAGER Level Attendance -Mean Percent of Sessions Attended BY MGRS Across All Session Types
PE_SGREM	Study Group REMOTE Level Attendance - <i>Of those sessions attended</i> , Mean Percent of Sessions Attended remotely
PE_OSGKO	Study Group Level Attendance - Kick Off - INCLUDES MISSING WGS IN 11.0D
PE_OSGSS	Study Group Level Attendance - Sludge Session - INCLUDES MISSING WGS IN 11.0D
PE_OSGCC	Study Group Level Attendance - Culture clinic- INCLUDES MISSING WGS IN 11.0D
PE_OSGF	Study Group Level Attendance - Forums- INCLUDES MISSING WGS IN 11.0D
PE_OSGLE	Study Group Level Attendance - Leadership Ed- INCLUDES MISSING WGS IN 11.0D
PE_OSGMO	Study Group Level Attendance - Manager Only Forum- INCLUDES MISSING WGS

	IN 11.0D
PE_OSGPCT	Study Group Level Attendance -Mean Percent of Sessions Attended- INCLUDES MISSING WGS IN 11.0D
PE_OSGMPCT	Study Group MANAGER Level Attendance -Mean Percent of Sessions Attended BY MGRS- INCLUDES MISSING WGS IN 11.0D
PE_WGKO	Work Group Level Attendance - Mean percent of work group members attending Kick Off
PE_WGSS	Work Group Level Attendance - Mean percent of work group members attending Sludge Session
PE_WGCC	Work Group Level Attendance - Mean percent of work group members attending Culture clinic
PE_WGF	Work Group Level Attendance - Mean percent of work group members attending Forums
PE_WGLE	Work Group Level Attendance - Mean percent of work group managers attending Leadership Ed
PE_WGMO	Work Group Level Attendance - Mean percent of work group managers attending Manager Only Forum
PE_WGPCT	Work Group Level Attendance -Mean Percent of Sessions Attended Across All Session Types
PE_WGMPCT	Work Group MANAGER Level Attendance -Mean Percent of Sessions Attended BY MGRS Across All Session Types
PE_WGREM	Work Group REMOTE Level Attendance -Of sessions attended, Mean Percent of Sessions Attended remotely

TOMO DESCRIPTIVE STATISTICS

VARIABLE	N	MEAN	STD	MIN	MAX	SKEW	KURT
pe_eligible	771	4.3554	0.765	4	6	1.68965	0.85715
pe_attper	771	2.0454	1.5722	0	6	0.10175	-1.0475
pe_attrem	771	0.8936	1.2511	0	6	1.63792	2.43499
pe_atttot	771	2.939	1.4416	0	6	-0.4043	-0.1978
pe_pctatt	771	0.6724	0.3076	0	1	-0.83	-0.2408
pe_pctrem	702	0.3195	0.3839	0	1	0.82813	-0.8553
pe_sgko	771	75.875	10.328	50	91.1	-0.6482	-0.11
pe_sgss	771	75.988	10.492	53.8	95.5	0.03667	-0.7599
pe_sgcc	771	75.988	10.492	53.8	95.5	0.03667	-0.7599
pe_sgf	771	49.805	15.792	27.5	75.6	0.19463	-1.4196
pe_sgle	771	79.783	19.439	33.3	100	-1.0508	0.2366
pe_sgmo	771	61.895	26.71	0	100	0.00043	-0.857
pe_sgpct	771	67.266	8.9756	45.2	80.2	-0.2214	-0.6799
pe_sgmpct	771	73.572	12.344	54.2	100	0.30201	-0.9034
pe_sgreem	771	47.885	19.414	10.4	90.4	-0.1971	-0.3723

pe_osgko	771	73.367	10.174	50	88.2	-0.525	-0.6731
pe_osgss	771	73.907	12.734	49.3	95.5	-0.2148	-0.7369
pe_osgcc	771	73.559	13.443	44.9	95.5	-0.4155	-0.3932
pe_osgf	771	47.725	13.87	27.5	73.2	0.23102	-1.2881
pe_osgle	771	77.893	19.757	33.3	100	-0.7606	-0.2814
pe_osgmo	771	61.357	27.505	0	100	-0.0675	-0.8533
pe_osgpct	771	65.156	9.6289	45.2	80.2	-0.0416	-0.8277
pe_osgmpct	771	72.088	13.869	50	100	0.14928	-1.0287
pe_wgko	749	75.485	13.385	25	100	-0.6357	1.42124
pe_wgss	749	75.855	13.791	33.3	100	-0.3504	-0.5311
pe_wgcc	749	68.175	19.385	0	100	-0.7193	0.5174
pe_wgf	749	49.267	19.119	0	87.5	0.00759	-0.3336
pe_wgle	749	79.272	27.674	0	100	-1.3802	1.28989
pe_wgmo	749	61.892	34.391	0	100	-0.4188	-0.9684
pe_wgpct	749	66.98	11.356	40	91.7	0.02821	-0.3313
pe_wgmpct	749	73.577	17.295	16.7	100	-0.5628	0.55656
pe_wgrem	749	48.396	22.106	0	100	-0.2121	-0.7028

[FREQUENCIES FOR CATEGORICAL SINGLE ITEM QUESTIONS]

Bundle of CAPI sites				
pe_bundleid	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	67	8.69	67	8.69
10.0/11.0	174	22.57	241	31.26
12.0/13.0	70	9.08	311	40.34
2.0/3.0	98	12.71	409	53.05
4.0/5.0	146	18.94	555	71.98
6.0/7.0	121	15.69	676	87.68
8.0/9.0	95	12.32	771	100

Study Group				
Studygroup	Frequency	Percent	Cumulative Frequency	Cumulative Percent
01.0a	67	8.69	67	8.69
02.0c	23	2.98	90	11.67
02.0d	20	2.59	110	14.27
03.0a	22	2.85	132	17.12
03.0b	18	2.33	150	19.46
03.0c	15	1.95	165	21.4
04.0c	19	2.46	184	23.87

04.0d	17	2.2	201	26.07
04.0e	43	5.58	244	31.65
05.0a	29	3.76	273	35.41
05.0d	38	4.93	311	40.34
06.0a	16	2.08	327	42.41
06.0c	28	3.63	355	46.04
07.0b	15	1.95	370	47.99
07.0d	29	3.76	399	51.75
07.0f/9.0	33	4.28	432	56.03
08.0a	25	3.24	457	59.27
08.0b	18	2.33	475	61.61
08.0e	15	1.95	490	63.55
09.0c	37	4.8	527	68.35
10.0a	50	6.49	577	74.84
10.0b	1	0.13	578	74.97
10.0d	13	1.69	591	76.65
11.0b	49	6.36	640	83.01
11.0d	61	7.91	701	90.92
12.0c	10	1.3	711	92.22
12.0d	26	3.37	737	95.59
13.0c	34	4.41	771	100

Workgroup				
Wgid	Frequency	Percent	Cumulative Frequency	Cumulative Percent
01	50	6.49	50	6.49
...
56b.3	3	0.39	770	100

Workgroups should be in STAR but not invited				
pe_badstarwg	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	749	97.15	749	97.15
1	22	2.85	771	100

Job Title				
pe_jobtitle	Frequency	Percent	Cumulative Frequency	Cumulative Percent
...
IT Analyst II	27	3.51	43	5.58

...
Lead SW Development Engineer	105	13.64	374	48.57
...
QA Engineer II	67	8.7	548	71.17
...

STAR Supervisor				
pe_star_sup	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	634	82.23	634	82.23
1	137	17.77	771	100

Attended Leadership Education				
pe_atlle	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Did not attend	667	86.51	667	86.51
Attended in person	63	8.17	730	94.68
Attended remotely	41	5.32	771	100

Attended Kick Off				
pe_attko	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Did not attend	179	23.22	179	23.22
Attended in person	439	56.94	618	80.16
Attended remotely	153	19.84	771	100

Attended Sludge Session				
pe_attss	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Did not attend	184	23.87	184	23.87
Attended in person	429	55.64	613	79.51
Attended remotely	158	20.49	771	100

Attended Culture Clinic				
pe_attcc	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Did not attend	241	31.26	241	31.26
Attended in person	379	49.16	620	80.42
Attended remotely	151	19.58	771	100

Attended Manager Only				
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pe_attmo	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Did not attend	691	89.62	691	89.62
Attended in person	37	4.8	728	94.42
Attended remotely	43	5.58	771	100

Attended Leadership ED (0/1)				
pe_attle_d	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Did not attend	667	86.51	667	86.51
Attended in person/remotely	104	13.49	771	100

Attended Kick off (0/1)				
pe_attko_d	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Did not attend	179	23.22	179	23.22
Attended in person/remotely	592	76.78	771	100

Attended Sludge (0/1)				
pe_attss_d	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Did not attend	184	23.87	184	23.87
Attended in person/remotely	587	76.13	771	100

Attended Culture Clinic (0/1)				
pe_attcc_d	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Did not attend	241	31.26	241	31.26
Attended in person/remotely	530	68.74	771	100

Attended Mgr Only (0/1)				
pe_attmo_d	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Did not attend	691	89.62	691	89.62
Attended in person/remotely	80	10.38	771	100

Attended Forum (0/1)				
pe_attf_d	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Did not attend	398	51.62	398	51.62
Attended in person/remotely	373	48.38	771	100

Attended Majority of Sessions				
pe_att_major	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	260	33.72	260	33.72
1	511	66.28	771	100

Section 8: LEEF START Session Attendance Data

Page last updated: 12-7-13

Prepared by: David Meier

DATAFILE: lpe_att_ctr_analysisdraft1_10172013 and lpe_attend_analysisdraft1_10172013

LEE F START Session Attendance Data

DESCRIPTION

In order to assess the effect of ‘dose’ of treatment for individuals and for facilities, we calculated several attendance scores across START sessions. Attendance variables are calculated at the individual and facility levels in LEEF. The primary individual attendance variable is PE_ATTEND (PE_PERATT_12 for bundles 1.0/2.0), which is calculated as the ratio of sessions attended to the total number of sessions one is eligible to attend. For the facility-level variables, the mean percent of attendance across all sessions was calculated for the facility then input for each individual within the facility.

The lpe_attend_ad1_10172013 dataset includes all data at the individual level, and the lpe_att_ctr_ad1_10172013 dataset includes only the facility level data to use for linking.

Linking/Merging Info

These data are linked to other data through the variables EM_ZRID AND MN_ZRID.

VARIABLE NAME, DESCRIPTION AND LABELS FOR lpe_att_ctr_ad1_10172013

Variable Name	Variable Description
LF_CENTERID	Leef Center ID
SITE	Bundle of CAPI centers
BUNDLEID	BundleID
Att_FacAll	Facility: mean % attend (of all sessions) - all employees
Att_FacDC	Facility: mean % attend (of all sessions) - direct care only
Att_FacMgr	Facility: mean % attend (of all sessions) - managers only
Att_FacST	Facility: mean % attend (of all sessions) - Steering team members only

VARIABLE NAME, DESCRIPTION AND LABELS FOR lpe_attend_ad1_10172013

Variable Name	Variable Description
ADMINLINK	Linking ID for appending EM/MN/AD/ORG/PE data across waves
ADMINLINKB	Linking ID for EMB/MNB with Admin, Org, and Proc Eval Data
ADMINLINK6M	Linking ID for EM6M/MN6M with Admin, Org, and Proc Eval Data

EM_ZRID	EM respondent ID (across waves)
MN_ZRID	MN respondent ID (across waves)
PE_BUNDLEID	Bundle of CAPI centers
PE_DIRCARE	Direct Care or Ancillary Staff 0=Ancillary; 1=Direct Care; Missing=No information
PE_EMPMGR	Managerial Status 0=Employee; 1=Manager; Missing=No information
PE_STEERTM	Steering Team Member 0=Not ST Member;1=ST Member; Missing=No information
PE_ATTROSTER	Attendance Roster Status 0=Not on attendance roster but on data collection roster (left); 1=On both rosters; 2=New to roster since data collection
PE_ATTI	Attended Team Induction/Sludge Session (bundles 3.0 and beyond) 0=Did not attend; 1= Attended
PE_ATTCC	Attended Culture Clinic Session (bundles 3.0 and beyond) 0=Did not attend; 1= Attended
PE_ATTFOR	Attended Forum (bundles 3.0 and beyond) 0=Did not attend; 1= Attended
PE_ATTFACALL	Facility: mean % attend (of all sessions)-all employees
PE_ATTFACDC	Facility: mean % attend (of all sessions)-direct care
PE_ATTFACMGR	Facility: mean % attend (of all sessions)-managers only
PE_ATTFACST	Facility: mean % attend (of all sessions)-Steering team members
PE_ATTEND	% of sessions attended
PE_MGMTED12	Bundles 1.0/2.0 only - Mgmt Ed attendance 0=Did not attend; 1= Attended
PE_MO1_12	Bundles 1.0/2.0 only - Mgmt-Only 1 session attendance 0=Did not attend; 1= Attended
PE_MO2_12	Bundles 1.0/2.0 only - Mgmt-Only 2 session attendance 0=Did not attend; 1= Attended
PE_TI_12	Bundles 1.0/2.0 only - Team Induction session attendance 0=Did not attend; 1= Attended
PE_SLUDGE_12	Bundles 1.0/2.0 only - Sludge session attendance 0=Did not attend; 1= Attended
PE_CC1_12	Bundles 1.0/2.0 only - Culture Clinic 1 session attendance

	0=Did not attend; 1= Attended
PE_CC2_12	Bundles 1.0/2.0 only - Culture Clinic 2 session attendance 0=Did not attend; 1= Attended
PE_FORUM_12	Bundles 1.0/2.0 only - Forum session attendance 0=Did not attend; 1= Attended
PE_ATTEND_12	Bundles 1.0/2.0 only - Total # of sessions attended 0-8 for managers; 0-5 for employees
PE_PERATT_12	Bundles 1.0/2.0 only - Percent of sessions attended

Section 9: Tomo WeSupport Data- Computer Based Training and 2 Supportive Behavior Tracking Trials

Prepared by: Krista Brockwood
Page last updated: 04-23-12
Updated by: Mike Mills

DATAFILE: TPE_WES_ANALYSISDRAFT1

Tomo STAR Session Supervisory Activities Data- Computer Based Training and 2 Supportive Behavior Tracking Trials

DESCRIPTION

As part of STAR, supervisors participated in the weSupport activities outside of the sessions with the CultureRx facilitator. The weSupport activities included two components: computer-based training (CBT) and Supportive Behavior Tracking (SBT), which occurs in 2, two-week trials.

Nomenclature notes:

IX – Used as shorthand for Intervention data

S1/S2 – Supportive Behavior Tracking Trial 1/Trial 2

C – Computer-Based Training

Linking/Merging Info

These data are linked to other data through the variable ADMINLINKB.

VARIABLE NAME, DESCRIPTION AND LABELS

Variable Name	Variable Description
SECTION 1: ADMINISTRATIVE DATA	
ADMINLINKB	Linking ID for EMB/MNB with Admin, Org, and Proc Eval Data
ADMINLINK	Linking ID for appending EM/MN/AD/ORG/PE data across waves
IXC_DISP	Disposition of Computer Based Training (CBT) Data Yes, have data No, data missing
IXS1_DISP	Disposition of Supervisory Behavior Tracking Data – Trial 1 Yes, have data No, data missing
IXS2_DISP	Disposition of Supervisory Behavior Tracking Data – Trial 2 Yes, have data No, data missing

Variable Name	Variable Description
IX_DISPCOM	Disposition comments – open-ended
IX_INDUS	Industry Tomo Leef
IX_TENURE	Number of years at organization Entered as part of weSupport Tracking program
IX_AGE	Age Entered as part of weSupport Tracking program
IX_SEX	Sex Entered as part of weSupport Tracking program Male Female

DESCRIPTIVE STATISTICS

VARIABLE	N	MEAN	STD	MIN	MAX	MODE	SKEW	KURT
IX_TENURE	117	8.9915	8.7898	0.25	43	10	1.84577	3.33796
IX_AGE	116	48.672	7.1503	32	66	50	-0.1505	-0.4638

FREQUENCIES FOR CATEGORICAL ITEMS

Disposition of CBT Data				
IXC_DISP	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	20	16	20	16
Yes	105	84	125	100

Disposition of SBT Data-Trial 1				
IXS1_DISP	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	11	8.8	11	8.8
Yes	114	91.2	125	100

Disposition of SBT Data-Trial 2				
IXS2_DISP	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	28	22.4	28	22.4
Yes	97	77.6	125	100

Industry				
IX_INDUS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	2	1.6	2	1.6
TOMO	123	98.4	125	100

Sex				
IX_SEX	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	7	5.6	7	5.6
Female	52	41.6	59	47.2
Male	66	52.8	125	100

Variable Name	Variable Description
SECTION 2: SUPPORTIVE BEHAVIOR TRACKING – TRIAL 1	
IXS1_SUBS	Number of direct reports as reported by participant using the weSupport Tracking (excluding contractors for Tomo) – at Trial 1
IXS1_MIN	Total number of minutes participant spent using weSupport – Trial 1
IXS1_STARTFLAG	IXS1_START, IXS1_STARTFMT, IXS1_STARTDATE, and IXS1_STARTTIME reflect complete iPod battery rundown 0 – No 1 – Yes
IXS1_START	Date and time participant began weSupport Tracking activity – Trial 1 (character)
IXS1_STARTFMT	Date and time participant began weSupport Tracking activity – Trial 1 (date formatted)
IXS1_STARTDATE	Date participant began weSupport Tracking activity – Trial 1 (character)
IXS1_STARTTIME	Time participant began weSupport Tracking activity – Trial 1 (character)
IXS1ENDFLAG	IXS1END, IXS1_ENDFMT, IXS1_ENDDATE, AND IXS1_ENDTIME reflect complete iPod battery rundown 0 – No 1 – Yes
IXS1_END	Date and time participant ended weSupport Tracking activity – Trial 1 (character)
IXS1_ENDFMT	Date and time participant ended weSupport Tracking activity – Trial 1 (date-formatted)
IXS1_ENDDATE	Date participant ended weSupport Tracking activity – Trial 1 (character)
IXS1_ENDTIME	Time participant ended weSupport Tracking activity – Trial 1 (character)
IXS1_SUBMIT	Number of instances participant submitted data (one submit can have zero behaviors or multiple behaviors) – Trial 1
IXS1_FGOAL1	Original goal for Family and Personal support – Trial 1

Variable Name	Variable Description
IXS1_FGOAL2	Adjusted goal for Family and Personal support. 0 if no goal adjustment made – Trial 1
IXS1_FGOAL1_PER	% of F & P goal achieved based on original goal – Trial 1
IXS1_FGOAL2_PER	% of F & P goal achieved based on adjusted goal– Trial 1
IXS1_FFOCUS	F & P behavior participant selected as a focus area for improvement– Trial 1
IXS1_FAM_C	Total number of Family and Personal Support behaviors submitted– Trial 1
IXS1_FAM_M	Mean number of behaviors recorded each time the user submitted F & P behaviors– Trial 1
IXS1_FAM_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted F & P behaviors– Trial 1
IXS1_CM_C	Total number of Creative Management Support behaviors submitted– Trial 1
IXS1_CM_M	Mean number of behaviors recorded each time the user submitted Creative Management behaviors– Trial 1
IXS1_CM_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Creative Management behaviors– Trial 1
IXS1_EMO_C	Total number of Emotional Support behaviors submitted– Trial 1
IXS1_EMO_M	Mean number of behaviors recorded each time the user submitted Emotional Support behaviors– Trial 1
IXS1_EMO_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Emotional Support behaviors– Trial 1
IXS1_FUNC_C	Total number of Functional Support behaviors submitted– Trial 1
IXS1_FUNC_M	Mean number of behaviors recorded each time the user submitted Functional Support behaviors– Trial 1
IXS1_FUNC_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Functional Support behaviors– Trial 1
IXS1_RM_C	Total number of Role Model Support behaviors submitted– Trial 1
IXS1_RM_M	Mean number of behaviors recorded each time the user submitted Role Model Support behaviors– Trial 1

Variable Name	Variable Description
IXS1_RM_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Role Model Support behaviors– Trial 1
IXS1_PGOAL1	Original goal for PERFORMANCE support – Trial 1
IXS1_PGOAL2	Adjusted goal for Performance support. 0 if no goal adjustment made – Trial 1
IXS1_PGOAL1_PER	% of F & P goal achieved based on original goal – Trial 1
IXS1_PGOAL2_PER	% of F & P goal achieved based on adjusted goal– Trial 1
IXS1_PFOCUS	Performance behavior participant selected as a focus area for improvement– Trial 1
IXS1_PRF_C	Total number of Performance Support behaviors submitted – Trial 1
IXS1_PRF_M	Mean number of behaviors recorded each time the user submitted Performance Support behaviors – Trial 1
IXS1_PRF_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Performance Support behaviors– Trial 1
IXS1_FC_C	Total number of Feedback & Coaching Support behaviors submitted – Trial 1
IXS1_FC_M	Mean number of behaviors recorded each time the user submitted Feedback & Coaching Support behaviors – Trial 1
IXS1_FC_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Feedback & Coaching Support behaviors– Trial 1
IXS1_MD_C	Total number of Measurement & Direction Support behaviors submitted – Trial 1
IXS1_MD_M	Mean number of behaviors recorded each time the user submitted Measurement & Direction Support behaviors – Trial 1
IXS1_MD_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Measurement & Direction Support behaviors– Trial 1
IXS1_RSC_C	Total number of Providing Resources Support behaviors submitted – Trial 1
IXS1_RSC_M	Mean number of behaviors recorded each time the user submitted Providing Resources Support behaviors – Trial 1

Variable Name	Variable Description
IXS1_RSC_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Providing Resources Support behaviors– Trial 1
IXS1_CHG_C	Total number of Performance Support behaviors submitted – Trial 1
IXS1_CHG_M	Mean number of behaviors recorded each time the user submitted Performance Support behaviors – Trial 1
IXS1_CHG_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Performance Support behaviors– Trial 1
IXS1_EXIT1	<p>“The weSupport Tracking activity was useful to me as a supervisor.” – Trial 1</p> <p>1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree</p>
IXS1_EXIT2	<p>“I liked the weSupport Tracking activity.” – Trial 1</p> <p>1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree</p>
IXS1_EXIT3	<p>“I became more aware of the support I proved for employees during weSupport Tracking.” – Trial 1</p> <p>1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree</p>
IXS1_EXIT4	<p>“I increased or provided new kinds of support for employees during weSupport Tracking.” – Trial 1</p> <p>1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree</p>
IXS1_INC_FUNC	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Daily Problem Solving (Functional) support.”</p> <p>1 = Yes, 0 = No</p>
IXS1_INC_EMO	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Emotional support.”</p> <p>1 = Yes, 0 = No</p>
IXS1_INC_RM	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Role Model support.”</p> <p>1 = Yes, 0 = No</p>
IXS1_INC_CM	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Creative Management support.” – Trial 1</p> <p>1 = Yes, 0 = No</p>
IXS1_INC_NONEF	<p>“Compared to original levels of support before weSupport Tracking, I did not increase or improve any types of Family and Personal Support.” – Trial 1</p> <p>1 = Yes, 0 = No</p>
IXS1_INC_MD	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Measurement & Direction support.” – Trial 1</p> <p>1 = Yes, 0 = No</p>

Variable Name	Variable Description
IXS1_INC_FC	“Compared to original levels of support before weSupport Tracking, I increased or improved my Feedback & Coaching support.” – Trial 1 1 = Yes, 0 = No
IXS1_INC_RSC	“Compared to original levels of support before weSupport Tracking, I increased or improved my Providing Resources support.” – Trial 1 1 = Yes, 0 = No
IXS1_INC_CHG	“Compared to original levels of support before weSupport Tracking, I increased or improved my Support for Change.” – Trial 1 1 = Yes, 0 = No
IXS1_INC_NONEP	“Compared to original levels of support before weSupport Tracking, I did not increase or improve any types of Performance Support.” – Trial 1 1 = Yes, 0 = No
IXS1_OPENF	“Please share an example of family or personal support you provided during weSupport Tracking.” – Trial 1
IXS1_OPENP	“Please share an example of performance support you provided during weSupport Tracking.” – Trial 1
IXS1_ADJGOAL_F	Final goals for Family and Personal support - adjusted goals for those who made adjustments and original goals for those who didn't make adjustments – Trial 1.
IXS1_ADJGOAL_P	Final goals for Performance support - adjusted goals for those who made adjustments and original goals for those who didn't make adjustments – Trial 1.

DESCRIPTIVE STATISTICS

VARIABLE	N	MEAN	STD	MIN	MAX	MODE	SKEW	KURT
IXS1_SUBS	115	9.2	6.0686	1	28	4	0.7369	-0.1504
IXS1_MIN	100	15.097	11.749	1.1	51.05	3.65	1.2749	1.1153
IXS1_SUBMIT	114	24.289	14.489	1	87	32	1.2981	2.7936
IXS1_FGOAL1	114	17.07	8.5079	4	45	10	0.6356	0.0007
IXS1_FGOAL2	114	1.877	5.6602	0	25	0	3.0399	8.2038
IXS1_FGOAL1_PER	114	94.897	50.169	6.67	366.7	100	1.7201	7.0364
IXS1_FGOAL2_PER	114	11.274	35.664	0	244	0	3.8736	17.797
IXS1_FAM_C	114	14.982	9.0348	1	43	10	0.8865	0.5037
IXS1_FAM_M	114	1.309	0.5062	0.56	4	1	2.612	8.977
IXS1_FAM_SD	114	0.495	0.5169	0	2.37	0	1.4423	2.2901
IXS1_CM_C	114	3.684	4.6929	0	32	1	2.9428	12.412
IXS1_CM_M	114	1.029	0.7095	0	3.8	1	1.0416	2.9977

VARIABLE	N	MEAN	STD	MIN	MAX	MODE	SKEW	KURT
IXS1_CM_SD	114	0.22	0.4575	0	2.39	0	2.6696	7.9043
IXS1_EMO_C	114	3.886	3.6574	0	16	0	1.2473	1.264
IXS1_EMO_M	114	0.995	0.6185	0	4	1	1.0225	5.0972
IXS1_EMO_SD	114	0.239	0.4187	0	2.08	0	2.08	4.3317
IXS1_FUNC_C	114	4.149	4.1949	0	24	0	1.9918	6.0157
IXS1_FUNC_M	114	1.001	0.713	0	4	1	0.7244	2.3929
IXS1_FUNC_SD	114	0.247	0.429	0	2.12	0	1.9692	4.0491
IXS1_RM_C	114	3.263	4.0463	0	33	0	3.9976	25.392
IXS1_RM_M	114	0.99	0.6805	0	4	1	0.8108	3.0732
IXS1_RM_SD	114	0.223	0.4768	0	2.65	0	2.6588	7.836
IXS1_PGOAL1	114	17.114	8.4944	4	45	10	0.6237	0.0077
IXS1_PGOAL2	114	2.482	7.5249	0	50	0	3.6531	15.658
IXS1_PGOAL1_PER	114	113.45	73.275	16	566.7	100	3.0414	14.219
IXS1_PGOAL2_PER	114	12.571	35.569	0	178	0	2.8488	7.4758
IXS1_PRF_C	114	17.36	10.524	2	69	10	1.6324	4.7656
IXS1_PRF_M	114	1.518	0.9764	0.79	7.2	1	4.2776	20.308
IXS1_PRF_SD	114	0.638	0.8081	0	4.65	0	3.5002	14.002
IXS1_FC_C	114	4.912	4.106	0	19	2	1.0477	1.1181
IXS1_FC_M	114	1.22	1.0994	0	10	1	5.0185	37.379
IXS1_FC_SD	114	0.311	0.6756	0	6.36	0	6.5965	57.158
IXS1_MD_C	114	4.798	5.5847	0	32	1	2.737	10.018
IXS1_MD_M	114	1.375	1.5985	0	12	1	4.8686	28.521
IXS1_MD_SD	114	0.302	0.5535	0	3.32	0	2.6663	8.9348
IXS1_RSC_C	114	2.895	2.9219	0	17	0	1.4966	3.8057
IXS1_RSC_M	114	0.906	0.6262	0	3	1	0.0753	0.1881
IXS1_RSC_SD	114	0.154	0.3009	0	1.53	0	1.9911	3.8863
IXS1_CHG_C	114	4.754	5.4538	0	33	0	2.7753	10.9
IXS1_CHG_M	114	1.205	0.8727	0	6.4	1	2.2345	11.049
IXS1_CHG_SD	114	0.314	0.5982	0	4.88	0	4.4025	29.538
IXS1_ADJGOAL_F	113	16.796	8.1462	4	45	10	0.6708	0.3346
IXS1_ADJGOAL_P	113	16.973	8.1113	4	45	10	0.6416	0.3091

FREQUENCIES FOR CATEGORICAL ITEMS

IXS1_STARTDATE reflects complete ipod battery rundown				
IXS1_STARTFLAG	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	123	98.4	123	98.4
1	2	1.6	125	100

Date/Time began Tracking activity-Trial 1				
IXS1_START	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	9	7.2	9	7.2
1/3/1970 16:09	1	0.8	10	8
1/7/1970 14:58	1	0.8	11	8.8
10/27/2009 14:59	1	0.8	12	9.6
...
9/9/2010 8:49	1	0.8	125	100

Date/Time began Tracking activity-Trial 1 (date fmt)				
IXS1_STARTFMT	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	9	7.2	9	7.2
03JAN70:16:09	1	0.8	10	8
07JAN70:14:58	1	0.8	11	8.8
27OCT09:09:27	1	0.8	12	9.6
...
12NOV10:10:18	1	0.8	125	100

Date began Tracking activity-Trial 1 - Uniform String				
IXS1_STARTDATE	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	9	7.2	9	7.2
01/03/1970	1	0.8	10	8
...
11/12/2010	2	1.6	125	100

Time began Tracking activity-Trail 1				
IXS1_STARTTIME	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	9	7.2	9	7.2
10:00	1	0.8	10	8
...
16:01	1	0.8	99	79.2
...
9:57	1	0.8	125	100

IXS1_ENDDATE reflects complete ipod battery rundown				
IXS1_ENDFLAG	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	122	97.6	122	97.6

1	3	2.4	125	100
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Date/Time ended Tracking activity-Trial 1				
IXS1_END	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	17	13.6	17	13.6
1/12/1970 15:48	1	0.8	18	14.4
...
9/7/2010 11:02	1	0.8	125	100

Date/Time ended Tracking activity-Trial 1 (date fmt)				
IXS1_ENDFMT	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	17	13.6	17	13.6
12JAN70:15:48	1	0.8	18	14.4
...
18NOV10:17:45	1	0.8	125	100

Date ended Tracking activity-Trial 1 - Uniform String				
IXS1_ENDDATE	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	17	13.6	17	13.6
01/12/1970	1	0.8	18	14.4
...
11/18/2010	4	3.2	125	100

Time ended Tracking activity-Trial 1				
IXS1_ENDTIME	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	17	13.6	17	13.6
10:05	1	0.8	18	14.4
...
16:01	1	0.8	73	58.4
...
9:39	1	0.8	125	100

F&P behavior as focus area-Trial 1				
IXS1_FFOCUS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	27	21.6	27	21.6
Creative Management	36	28.8	63	50.4
Daily Problem Solving	26	20.8	89	71.2
Emotional	22	17.6	111	88.8

Role Model	12	9.6	123	98.4
Not Set	2	1.6	125	100

Performance behavior as focus area-Trial 1				
IXS1_PFOCUS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	27	21.6	27	21.6
Feedback & Coaching	25	20	52	41.6
Measurement & Direction	36	28.8	88	70.4
Providing Resources	8	6.4	96	76.8
Support for Change	27	21.6	123	98.4
Not Set	2	1.6	125	100

weSupport tracking useful-Trial 1				
IXS1_EXIT1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	62	49.6	62	49.6
Strongly Disagree	1	0.8	63	50.4
Disagree	1	0.8	64	51.2
Neutral	26	20.8	90	72
Agree	24	19.2	114	91.2
Strongly Agree	11	8.8	125	100

Liked weSupport tracking-Trial 1				
IXS1_EXIT2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	63	50.4	63	50.4
Strongly Disagree	1	0.8	64	51.2
Disagree	5	4	69	55.2
Neutral	18	14.4	87	69.6
Agree	29	23.2	116	92.8
Strongly Agree	9	7.2	125	100

Became more aware of support provided-Trial 1				
IXS1_EXIT3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	64	51.2	64	51.2
Strongly Disagree	1	0.8	65	52
Disagree	1	0.8	66	52.8
Neutral	14	11.2	80	64
Agree	27	21.6	107	85.6
Strongly Agree	18	14.4	125	100

Incr/provided new kinds of support-Trial 1				
IXS1_EXIT4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	65	52	65	52
Strongly Disagree	2	1.6	67	53.6
Disagree	11	8.8	78	62.4
Neutral	18	14.4	96	76.8
Agree	26	20.8	122	97.6
Strongly Agree	3	2.4	125	100

Increased Daily Problem Solving Support-Trial 1				
IXS1_INC_FUNC	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	65	52	65	52
No	51	40.8	116	92.8
Yes	9	7.2	125	100

Incr Emotional Support-Trial 1				
IXS1_INC_EMO	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	65	52	65	52
No	22	17.6	87	69.6
Yes	38	30.4	125	100

Incr Role Model Support-Trial 1				
IXS1_INC_RM	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	65	52	65	52
No	31	24.8	96	76.8
Yes	29	23.2	125	100

Incr Creative Management Support-Trial 1				
IXS1_INC_CM	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	65	52	65	52
No	60	48	125	100

No Increase in Family/Personal Support-Trial 1				
IXS1_INC_NONEF	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	65	52	65	52
No	46	36.8	111	88.8

Yes	14	11.2	125	100
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Incr Msmt & Dir Support-Trial 1				
IXS1_INC_MD	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	65	52	65	52
No	35	28	100	80
Yes	25	20	125	100

Incr Feedback & Coaching Support-Trial 1				
IXS1_INC_FC	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	65	52	65	52
No	29	23.2	94	75.2
Yes	31	24.8	125	100

Incr Providing Resources Support-Trial 1				
IXS1_INC_RSC	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	65	52	65	52
No	38	30.4	103	82.4
Yes	22	17.6	125	100

Incr Support for Change-Trial 1				
IXS1_INC_CHG	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	65	52	65	52
No	22	17.6	87	69.6
Yes	38	30.4	125	100

No Increase Performance Support-Trial 1				
IXS1_INC_NONEP	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	65	52	65	52
No	43	34.4	108	86.4
Yes	17	13.6	125	100

Variable Name	Variable Description
SECTION 3: SUPPORTIVE BEHAVIOR TRACKING – TRIAL 2	
IXS2_SUBS	Number of direct reports as reported by participant using the weSupport Tracking (excluding contractors for Tomo) – at Trial 2
IXS2_MIN	Total number of minutes participant spent using weSupport – Trial 2
IXS2_STARTFLAG	IXS2_START, IXS2_STARTFMT, IXS2_STARTDATE, and IXS2_STARTTIME reflect completer iPod battery rundown 0 – No 1 – Yes
IXS2_START	Date and time participant began weSupport Tracking activity – Trial 2 (character)
IXS2_STARTFMT	Date and time participant began weSupport Tracking activity – Trial 2 (date-formatted)
IXS2_STARTDATE	Date participant began weSupport Tracking activity – Trial 2 (character)
IXS2_STARTTIME	Time participant began weSupport Tracking activity – Trial 2 (character)
IXS2_ENDFLAG	IXS2_END, IXS2_ENDFMT, IXS2_ENDDATE, and IXS2_ENDTIME reflect completer iPod battery rundown 0 – No 1 – Yes
IXS2_END	Date and time participant ended weSupport Tracking activity – Trial 2 (character)
IXS2_ENDFMT	Date and time participant ended weSupport Tracking activity – Trial 2 (date-formatted)
IXS2_ENDDATE	Date participant ended weSupport Tracking activity – Trial 2 (character)
IXS2_ENDTIME	Time participant ended weSupport Tracking activity – Trial 2 (character)
IXS2_SUBMIT	Number of instances participant submitted data (one submit can have zero behaviors or multiple behaviors) – Trial 2
IXS2_FGOAL1	Original goal for Family and Personal support – Trial 2

Variable Name	Variable Description
IXS2_FGOAL2	Adjusted goal for Family and Personal support. 0 if no goal adjustment made – Trial 2
IXS2_FGOAL1_PER	% of F & P goal achieved based on original goal – Trial 2
IXS2_FGOAL2_PER	% of F & P goal achieved based on adjusted goal– Trial 2
IXS2_FFOCUS	F & P behavior participant selected as a focus area for improvement– Trial 2
IXS2_FAM_C	Total number of Family and Personal Support behaviors submitted– Trial 2
IXS2_FAM_M	Mean number of behaviors recorded each time the user submitted F & P behaviors– Trial 2
IXS2_FAM_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted F & P behaviors– Trial 2
IXS2_CM_C	Total number of Creative Management Support behaviors submitted– Trial 2
IXS2_CM_M	Mean number of behaviors recorded each time the user submitted Creative Management behaviors– Trial 2
IXS2_CM_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Creative Management behaviors– Trial 2
IXS2_EMO_C	Total number of Emotional Support behaviors submitted– Trial 2
IXS2_EMO_M	Mean number of behaviors recorded each time the user submitted Emotional Support behaviors– Trial 2
IXS2_EMO_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Emotional Support behaviors– Trial 2
IXS2_FUNC_C	Total number of Functional Support behaviors submitted– Trial 2
IXS2_FUNC_M	Mean number of behaviors recorded each time the user submitted Functional Support behaviors– Trial 2
IXS2_FUNC_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Functional Support behaviors– Trial 2
IXS2_RM_C	Total number of Role Model Support behaviors submitted– Trial 2
IXS2_RM_M	Mean number of behaviors recorded each time the user submitted Role Model Support behaviors– Trial 2

Variable Name	Variable Description
IXS2_RM_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Role Model Support behaviors– Trial 2
IXS2_PGOAL1	Original goal for PERFORMANCE support – Trial 2
IXS2_PGOAL2	Adjusted goal for Performance support. 0 if no goal adjustment made – Trial 2
IXS2_PGOAL1_PER	% of F & P goal achieved based on original goal – Trial 2
IXS2_PGOAL2_PER	% of F & P goal achieved based on adjusted goal– Trial 2
IXS2_PFOCUS	Performance behavior participant selected as a focus area for improvement– Trial 2
IXS2_PRF_C	Total number of Performance Support behaviors submitted – Trial 2
IXS2_PRF_M	Mean number of behaviors recorded each time the user submitted Performance Support behaviors – Trial 2
IXS2_PRF_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Performance Support behaviors– Trial 2
IXS2_FC_C	Total number of Feedback & Coaching Support behaviors submitted – Trial 2
IXS2_FC_M	Mean number of behaviors recorded each time the user submitted Feedback & Coaching Support behaviors – Trial 2
IXS2_FC_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Feedback & Coaching Support behaviors– Trial 2
IXS2_MD_C	Total number of Measurement & Direction Support behaviors submitted – Trial 2
IXS2_MD_M	Mean number of behaviors recorded each time the user submitted Measurement & Direction Support behaviors – Trial 2
IXS2_MD_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Measurement & Direction Support behaviors– Trial 2
IXS2_RSC_C	Total number of Providing Resources Support behaviors submitted – Trial 2
IXS2_RSC_M	Mean number of behaviors recorded each time the user submitted Providing Resources Support behaviors – Trial 2

Variable Name	Variable Description
IXS2_RSC_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Providing Resources Support behaviors– Trial 2
IXS2_CHG_C	Total number of Performance Support behaviors submitted – Trial 2
IXS2_CHG_M	Mean number of behaviors recorded each time the user submitted Performance Support behaviors – Trial 2
IXS2_CHG_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Performance Support behaviors– Trial 2
IXS2_EXIT1	“The weSupport Tracking activity was useful to me as a supervisor.” – Trial 2 1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree
IXS2_EXIT2	“I liked the weSupport Tracking activity.” – Trial 2 1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree
IXS2_EXIT3	“I became more aware of the support I provided for employees during weSupport Tracking.” – Trial 2 1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree
IXS2_EXIT4	“I increased or provided new kinds of support for employees during weSupport Tracking.” – Trial 2 1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree
IXS2_INC_FUNC	“Compared to original levels of support before weSupport Tracking, I increased or improved my Daily Problem Solving (Functional) support.” 1 = Yes, 0 = No
IXS2_INC_EMO	“Compared to original levels of support before weSupport Tracking, I increased or improved my Emotional support.” 1 = Yes, 0 = No
IXS2_INC_RM	“Compared to original levels of support before weSupport Tracking, I increased or improved my Role Model support.” 1 = Yes, 0 = No

Variable Name	Variable Description
IXS2_INC_CM	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Creative Management support.” – Trial 2</p> <p>1 = Yes, 0 = No</p>
IXS2_INC_NONEF	<p>“Compared to original levels of support before weSupport Tracking, I did not increase or improve any types of Family and Personal Support.” – Trial 2</p> <p>1 = Yes, 0 = No</p>
IXS2_INC_MD	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Measurement & Direction support.” – Trial 2</p> <p>1 = Yes, 0 = No</p>
IXS2_INC_FC	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Feedback & Coaching support.” – Trial 2</p> <p>1 = Yes, 0 = No</p>
IXS2_INC_RSC	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Providing Resources support.” – Trial 2</p> <p>1 = Yes, 0 = No</p>
IXS2_INC_CHG	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Support for Change.” – Trial 2</p> <p>1 = Yes, 0 = No</p>
IXS2_INC_NONEP	<p>“Compared to original levels of support before weSupport Tracking, I did not increase or improve any types of Performance Support.” – Trial 2</p> <p>1 = Yes, 0 = No</p>
IXS2_OPENF	<p>“Please share an example of family or personal support you provided during weSupport Tracking.” – Trial 2</p>
IXS2_OPENP	<p>“Please share an example of performance support you provided during weSupport Tracking.” – Trial 2</p>
IXS2_ADJGOAL_F	<p>Final goals for Family and Personal support - adjusted goals for those who made adjustments and original goals for those who didn't make adjustments – Trial 2.\</p>

Variable Name	Variable Description
IXS2_ADJGOAL_P	Final goals for Performance support - adjusted goals for those who made adjustments and original goals for those who didn't make adjustments – Trial 2.

DESCRIPTIVE STATISTICS

VARIABLE	N	MEAN	STD	MIN	MAX	MODE	SKEW	KURT
IXS2_SUBS	96	8.6042	5.717	1	24	4	0.7964	0.0741
IXS2_MIN	67	10.755	9.0943	1.48	47.82	1.93	1.6498	3.3766
IXS2_SUBMIT	96	22.021	14.52	0	66	8	0.664	0.164
IXS2_FGOAL1	93	17.86	8.3309	0	42	20	0.4581	0.0402
IXS2_FGOAL2	93	0.2688	2.5924	0	25	0	9.6437	93
IXS2_FGOAL1_PER	93	87.353	47.524	0	300	100	1.9997	7.3991
IXS2_FGOAL2_PER	93	0.4301	4.1478	0	40	0	9.6437	93
IXS2_FAM_C	93	15.14	9.2426	0	46	14	0.884	0.8244
IXS2_FAM_M	93	1.5868	1.2274	0	9	1	3.9907	18.522
IXS2_FAM_SD	93	0.5794	0.7853	0	5.1	0	3.5846	16.329
IXS2_CM_C	93	3.4516	3.4056	0	20	2	2.1103	6.6388
IXS2_CM_M	93	1.1991	1.0289	0	6.67	1	2.9708	12.92
IXS2_CM_SD	93	0.1481	0.2975	0	1.41	0	2.111	4.2515
IXS2_EMO_C	93	3.5914	3.5085	0	18	0	1.4663	2.7245
IXS2_EMO_M	93	1.1259	0.7745	0	3.5	1	0.4308	0.4097
IXS2_EMO_SD	93	0.2451	0.4507	0	2.12	0	2.0221	3.9233
IXS2_FUNC_C	93	4.6774	3.9786	0	18	2	1.1423	1.0555
IXS2_FUNC_M	93	1.6454	2.1391	0	14	1	4.105	18.785
IXS2_FUNC_SD	93	0.3485	0.5375	0	2.83	0	1.9273	4.5595
IXS2_RM_C	93	3.4194	3.4776	0	17	1	1.813	3.8964
IXS2_RM_M	93	1.1971	1.0098	0	8	1	3.8132	22.916
IXS2_RM_SD	93	0.1853	0.4141	0	2.87	0	3.7692	19.514
IXS2_PGOAL1	93	18.183	8.0054	5	42	12	0.586	0.0658
IXS2_PGOAL2	93	0.2366	2.2813	0	22	0	9.6437	93
IXS2_PGOAL1_PER	93	89.998	46.5	10	316.7	100	1.4517	5.5229
IXS2_PGOAL2_PER	93	1.1242	10.841	0	104.6	0	9.6437	93
IXS2_PRF_C	93	16.183	10.231	1	52	10	1.1392	1.9054
IXS2_PRF_M	93	1.6677	1.3122	1	8.4	1	3.5101	13.131
IXS2_PRF_SD	93	0.6802	0.8726	0	4.16	0	2.3998	6.0405
IXS2_FC_C	93	5.2796	4.1399	0	24	1	1.3026	3.5395
IXS2_FC_M	93	1.4923	1.3591	0	11	1	4.3663	26.632

VARIABLE	N	MEAN	STD	MIN	MAX	MODE	SKEW	KURT
IXS2_FC_SD	93	0.3459	0.5705	0	4	0	3.5059	18.415
IXS2_MD_C	93	4.0323	3.7255	0	16	2	1.1858	0.9472
IXS2_MD_SD	93	0.2257	0.6346	0	4.73	0	4.8138	28.88
IXS2_RSC_C	93	2.871	2.7076	0	15	0	1.7714	5.0725
IXS2_RSC_M	93	1.1606	1.0436	0	7	1	2.8218	12.17
IXS2_RSC_SD	93	0.1812	0.3838	0	2.12	0	2.7652	8.9028
IXS2_CHG_C	93	4	4.2092	0	24	5	2.5775	8.536
IXS2_CHG_M	93	1.3426	1.5532	0	13	1	5.273	35.823
IXS2_CHG_SD	93	0.2691	0.6895	0	4.16	0	4.0788	18.46
IXS2_ADJGOAL_F	93	17.839	8.3096	0	42	20	0.4618	0.0668
IXS2_ADJGOAL_P	93	18.161	7.9922	5	42	12	0.5941	0.0906

FREQUENCIES FOR CATEGORICAL ITEMS

IXS2_STARTDATE reflects complete ipod battery rundown				
IXS2_STARTFLAG	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	121	96.8	121	96.8
1	4	3.2	125	100

Date/Time began Tracking activity-Trial 2				
IXS2_START	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	29	23.2	29	23.2
1/1/1970 3:55	1	0.8	30	24
...
8/4/2010 7:10	1	0.8	125	100

Date/Time began Tracking activity-Trial 2 (date fmt)				
IXS2_STARTFMT	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	29	23.2	29	23.2
31DEC69:18:55	1	0.8	30	24
...
12JAN11:13:51	1	0.8	125	100

Date began Tracking activity-Trial 2 - Uniform String				
IXS2_STARTDATE	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	29	23.2	29	23.2
01/01/1970	2	1.6	31	24.8
...

12/07/2010	1	0.8	123	98.4
12/31/1969	2	1.6	125	100

Time began Tracking activity-Trial 2				
IXS2_STARTTIME	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	29	23.2	29	23.2
10:07	1	0.8	30	24
...
14:07	1	0.8	77	61.6
...
9:56	1	0.8	125	100

IXS2_ENDDATE reflects complete ipod battery rundown				
IXS2_ENDFLAG	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	122	97.6	122	97.6
1	3	2.4	125	100

Date/Time ended Tracking activity-Trial 2				
IXS2_END	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	32	25.6	32	25.6
1/1/1970 11:55	1	0.8	33	26.4
...
9/9/2010 9:10	1	0.8	125	100

Date/Time ended Tracking activity-Trial 2 (date fmt)				
IXS2_ENDFMT	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	32	25.6	32	25.6
01JAN70:11:55	1	0.8	33	26.4
...
25JAN11:09:26	1	0.8	125	100

Date ended Tracking activity-Trial 2 - Uniform String				
IXS2_ENDDATE	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	32	25.6	32	25.6
01/01/1970	1	0.8	33	26.4
...
12/20/2010	1	0.8	125	100

Time ended Tracking activity-Trial 2				
IXS2_ENDTIME	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	32	25.6	32	25.6
10:18	1	0.8	33	26.4
...
14:08	1	0.8	60	48
...
9:57	1	0.8	125	100

F&P behavior as focus area-Trial 2				
IXS2_FFOCUS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	37	29.6	37	29.6
Creative Management	35	28	72	57.6
Daily Problem Solving	26	20.8	98	78.4
Emotional	10	8	108	86.4
Role Model	15	12	123	98.4
Not Set	2	1.6	125	100

Performance behavior as focus area-Trial 2				
IXS2_PFOCUS	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	37	29.6	37	29.6
Feedback & Coaching	30	24	67	53.6
Measurement & Direction	27	21.6	94	75.2
Providing Resources	7	5.6	101	80.8
Support for Change	22	17.6	123	98.4
Not Set	2	1.6	125	100

weSupport tracking useful-Trial 2				
IXS2_EXIT1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	76	60.8	76	60.8
Disagree	3	2.4	79	63.2
Neutral	14	11.2	93	74.4
Agree	24	19.2	117	93.6
Strongly Agree	8	6.4	125	100

Liked weSupport tracking-Trial 2				
IXS2_EXIT2	Frequency	Percent	Cumulative Frequency	Cumulative Percent

.	76	60.8	76	60.8
Strongly Disagree	1	0.8	77	61.6
Disagree	4	3.2	81	64.8
Neutral	20	16	101	80.8
Agree	19	15.2	120	96
Strongly Agree	5	4	125	100

Became more aware of support provided-Trial 2				
IXS2_EXIT3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	78	62.4	78	62.4
Disagree	4	3.2	82	65.6
Neutral	20	16	102	81.6
Agree	16	12.8	118	94.4
Strongly Agree	7	5.6	125	100

Incr/provided new kinds of support-Trial 2				
IXS2_EXIT4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	80	64	80	64
Disagree	7	5.6	87	69.6
Neutral	18	14.4	105	84
Agree	12	9.6	117	93.6
Strongly Agree	8	6.4	125	100

Increased Daily Problem Solving Support-Trial 2				
IXS2_INC_FUNC	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	80	64	80	64
No	42	33.6	122	97.6
Yes	3	2.4	125	100

Incr Emotional Support-Trial 2				
IXS2_INC_EMO	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	80	64	80	64
No	32	25.6	112	89.6
Yes	13	10.4	125	100

Incr Role Model Support-Trial 2				
IXS2_INC_RM	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	80	64	80	64

No	17	13.6	97	77.6
Yes	28	22.4	125	100

Incr Creative Management Support-Trial 2				
IXS2_INC_CM	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	80	64	80	64
No	45	36	125	100

No Increase in Family/Personal Support-Trial 2				
IXS2_INC_NONEF	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	80	64	80	64
No	39	31.2	119	95.2
Yes	6	4.8	125	100

Incr Msmt & Dir Support-Trial 2				
IXS2_INC_MD	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	80	64	80	64
No	26	20.8	106	84.8
Yes	19	15.2	125	100

Incr Feedback & Coaching Support-Trial 2				
IXS2_INC_FC	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	80	64	80	64
No	20	16	100	80
Yes	25	20	125	100

Incr Providing Resources Support-Trial 2				
IXS2_INC_RSC	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	80	64	80	64
No	33	26.4	113	90.4
Yes	12	9.6	125	100

Incr Support for Change-Trial 2				
IXS2_INC_CHG	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	80	64	80	64
No	20	16	100	80
Yes	25	20	125	100

No Increase Performance Support-Trial 2				
IXS2_INC_NONEP	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	80	64	80	64
No	37	29.6	117	93.6
Yes	8	6.4	125	100

Variable Name	Variable Description
SECTION 4: COMPUTER BASED TRAINING	
IXC_DATE_REV	Date CBT training occurred MM/DD/YYYY (character): Revised (corrected) Excel dates
IXC_DATE_REVDTFMT	Date CBT training occurred MM/DD/YYYY (date-formatted): Revised (corrected) Excel dates
IXC_DATE_ORIG	Date CBT training occurred MM/DD/YYYY (character): Original (incorrect) Excel dates
IXC_DATE_ORIGDTFMT	Date CBT training occurred MM/DD/YYYY (date-formatted): Original (incorrect) Excel dates
IXC_PRECOR	Number of CBT pretest questions correct
IXC_PREWRG	Number of CBT pretest questions wrong
IXC_PREPCNT	Percent of CBT pretest questions correct
IXC_POSTCOR	Number of CBT posttest questions correct
IXC_POSTWRG	Number of CBT posttest questions wrong
IXC_POSTPCNT	Percent of CBT posttest questions correct
IXC_QZCOR	Number of CBT quiz questions correct
IXC_QZCWRG	Number of CBT quiz questions wrong
IXC_QZPCNT	Percent of CBT quiz questions correct
IXC_QZNUM	Total number of quiz questions
IXC_QZRSP	Total number of quiz question responses (may be more than the total number of quiz requests as wrong responses may be repeated)
IXC_DUR_TOT	Total duration of entire CBT in minutes
IXC_DUR_INT	Duration of just introductory screens in minutes
IXC_MORE	Number of optional screens viewed
IXC_PRE_DUR	Duration of pretest in minutes
IXC_POST_DUR	Duration of posttest in minutes

DESCRIPTIVE STATISTICS

VARIABLE	N	MEAN	STD	MIN	MAX	MODE	SKEW	KURT
IXC_PRECOR	100	4.09	1.1642	1	6	5	-0.4135	-0.247
IXC_PREWRG	100	2.91	1.1642	1	6	2	0.4135	-0.247
IXC_PREPCNT	100	58.33	16.504	14	86	71	-0.3917	-0.176
IXC_POSTCOR	104	6.7788	0.7627	4	9	7	-0.0028	4.547
IXC_POSTWRG	104	0.3173	0.579	0	3	0	2.2853	7.003
IXC_POSTPCNT	104	95.539	8.1965	57	100	100	-2.3594	7.547
IXC_QZCOR	105	7.0476	1.1213	3	10	7	-0.4706	1.925
IXC_QZWRG	76	1.5132	0.8562	1	5	1	1.7904	3.174
IXC_QZPCNT	105	86.848	12.195	38	100	88	-1.2605	2.11
IXC_QZNUM	105	8.1429	0.6419	8	11	8	4.3104	16.901

IXC_QZRSP	105	10.191	2.2365	8	19	9	1.8752	3.866
IXC_DUR_TOT	104	45.718	51.786	22.3	516	37	7.9199	68.92
IXC_DUR_INT	103	8.0922	46.887	0.3	479	3.3	10.115	102.53
IXC_MORE	34	1.7941	1.855	1	11	1	4.0725	19.125
IXC_PRE_DUR	100	4.142	1.5625	2	13.8	3.6	2.8133	14.083
IXC_POST_DUR	104	2.5337	0.5957	1.5	4.2	2	0.6504	0.017

FREQUENCIES FOR CATEGORICAL ITEMS

Date of CBT Training (char fmt): Revised (corrected) Excel Dates				
IXC_DATE_REV	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	20	16	20	16
03/22/2010	1	0.8	21	16.8
...
11/10/2010	1	0.8	125	100

Date of CBT Training (date fmt): Revised (corrected) Excel Dates				
IXC_DATE_REVDTFMT	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	20	16	20	16
10/27/2009	3	2.4	23	18.4
...
11/10/2010	1	0.8	125	100

Date of CBT Training (char fmt): Original (incorrect) Excel Dates				
IXC_DATE_ORIG	Frequency	Percent	Cumulative Frequency	Cumulative Percent
	20	16	20	16
03/23/2014	1	0.8	21	16.8
...
11/11/2014	1	0.8	125	100

Date of CBT Training (date fmt): Original (incorrect) Excel Dates				
IXC_DATE_ORIGDTFMT	Frequency	Percent	Cumulative Frequency	Cumulative Percent
.	20	16	20	16
10/28/2013	3	2.4	23	18.4
...
11/11/2014	1	0.8	125	100

Section 10: LEEF weSupport Data- Computer Based Training and 2 Supportive Behavior Tracking Trials

Page last updated: 12-23-13

Prepared by: David Meier

DATAFILE: lpe_wes_analysisdraft02

LEEF weSupport Variables

DESCRIPTION

As part of START, supervisors participated in the weSupport activities outside of the sessions with the CultureRx facilitator. The weSupport activities included two components: computer-based training (CBT) and Supportive Behavior Tracking (SBT), which occurs in 2 two-week trials.

Nomenclature notes:

IX – Used as shorthand for Intervention data

S1/S2 – Supportive Behavior Tracking Trial 1/Trial 2

C – Computer-Based Training

VARIABLE NAME, DESCRIPTION AND LABELS

Variable Name	Variable Label
IXC_DISP	Disposition of Computer Based Training (CBT) Data
IXS1_DISP	Disposition of Supervisory Behavior Tracking Data – Trial 1 Yes, have data No, data missing
IXS2_DISP	Disposition of Supervisory Behavior Tracking Data – Trial 2 Yes, have data No, data missing
IX_DISPCOM	Disposition comments – open-ended
IX_Late	
IX_INDUS	Industry
IX_TENURE	Number of years at organization Entered as part of weSupport Tracking program
IX_AGE	Age Entered as part of weSupport Tracking program
IX_SEX	Sex Entered as part of weSupport Tracking program Male Female
IXS1_SUBS	Number of direct reports as reported by participant using the weSupport Tracking – at Trial 1

IXS1_MIN	Total number of minutes participant spent using weSupport – Trial 1
IXS1_START	Date and time participant began weSupport Tracking activity – Trial 1 (character)
IXS1_END	Date and time participant ended weSupport Tracking activity – Trial 1 (character)
IXS1_SUBMIT	Number of instances participant submitted data (one submit can have zero behaviors or multiple behaviors) – Trial 1
IXS1_FGOAL1	Original goal for Family and Personal support – Trial 1
IXS1_FGOAL2	Adjusted goal for Family and Personal support. 0 if no goal adjustment made – Trial 1
IXS1_FGOAL1_PER	% of F & P goal achieved based on original goal – Trial 1
IXS1_FGOAL2_PER	% of F & P goal achieved based on adjusted goal– Trial 1
IXS1_FFOCUS	F & P behavior participant selected as a focus area for improvement– Trial 1
IXS1_FAM_C	Total number of Family and Personal Support behaviors submitted– Trial 1
IXS1_FAM_M	Mean number of behaviors recorded each time the user submitted F & P behaviors– Trial 1
IXS1_FAM_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted F & P behaviors– Trial 1
IXS1_CM_C	Total number of Creative Management Support behaviors submitted– Trial 1
IXS1_CM_M	Mean number of behaviors recorded each time the user submitted Creative Management behaviors– Trial 1
IXS1_CM_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Creative Management behaviors– Trial 1
IXS1_EMO_C	Total number of Emotional Support behaviors submitted– Trial 1
IXS1_EMO_M	Mean number of behaviors recorded each time the user submitted Emotional Support behaviors– Trial 1
IXS1_EMO_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Emotional Support behaviors– Trial 1
IXS1_FUN_C	Total number of Functional Support behaviors submitted– Trial 1
IXS1_FUNC_M	Mean number of behaviors recorded each time the user submitted Functional Support behaviors– Trial 1
IXS1_FUNC_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Functional Support behaviors– Trial 1
IXS1_RM_C	Total number of Role Model Support behaviors submitted– Trial 1
IXS1_RM_M	Mean number of behaviors recorded each time the user submitted Role Model Support behaviors– Trial 1
IXS1_RM_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Role Model Support behaviors– Trial 1
IXS1_PGOAL1	Original goal for PERFORMANCE support – Trial 1
IXS1_PGOAL2	Adjusted goal for Performance support. 0 if no goal adjustment made – Trial 1
IXS1_PGOAL1_PER	% of F & P goal achieved based on original goal – Trial 1
IXS1_PGOAL2_PER	% of F & P goal achieved based on adjusted goal– Trial 1
IXS1_PFOCUS	Performance behavior participant selected as a focus area for improvement– Trial 1
IXS1_PRF_C	Total number of Performance Support behaviors submitted – Trial 1
IXS1_PRF_M	Mean number of behaviors recorded each time the user submitted Performance Support behaviors – Trial 1
IXS1_PRF_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Performance Support behaviors– Trial 1

IXS1_FC_C	Total number of Feedback & Coaching Support behaviors submitted – Trial 1
IXS1_FC_M	Mean number of behaviors recorded each time the user submitted Feedback & Coaching Support behaviors – Trial 1
IXS1_FC_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Feedback & Coaching Support behaviors– Trial 1
IXS1_MD_C	Total number of Measurement & Direction Support behaviors submitted – Trial 1
IXS1_MD_M	Mean number of behaviors recorded each time the user submitted Measurement & Direction Support behaviors – Trial 1
IXS1_MD_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Measurement & Direction Support behaviors– Trial 1
IXS1_RSC_C	Total number of Providing Resources Support behaviors submitted – Trial 1
IXS1_RSC_M	Mean number of behaviors recorded each time the user submitted Providing Resources Support behaviors – Trial 1
IXS1_RSC_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Providing Resources Support behaviors– Trial 1
IXS1_CHG_C	Total number of Performance Support behaviors submitted – Trial 1
IXS1_CHG_M	Mean number of behaviors recorded each time the user submitted Performance Support behaviors – Trial 1
IXS1_CHG_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Performance Support behaviors– Trial 1
IXS1_EXIT1	<p>“The weSupport Tracking activity was useful to me as a supervisor.” – Trial 1</p> <p>1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree</p>
IXS1_EXIT2	<p>“I liked the weSupport Tracking activity.” – Trial 1</p> <p>1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree</p>
IXS1_EXIT3	<p>“I became more aware of the support I provided for employees during weSupport Tracking.” – Trial 1</p> <p>1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree</p>
IXS1_EXIT4	<p>“I increased or provided new kinds of support for employees during weSupport Tracking.” – Trial 1</p> <p>1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree</p>
IXS1_INC_FUNC	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Daily Problem Solving (Functional) support.”</p> <p>1 = Yes, 0 = No</p>
IXS1_INC_EMO	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Emotional support.”</p> <p>1 = Yes, 0 = No</p>
IXS1_INC_RM	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Role Model support.”</p> <p>1 = Yes, 0 = No</p>
IXS1_INC_CM	“Compared to original levels of support before weSupport Tracking, I increased or

	improved my Creative Management support.” – Trial 1 1 = Yes, 0 = No
IXS1_INC_NONEF	“Compared to original levels of support before weSupport Tracking, I did not increase or improve any types of Family and Personal Support.” – Trial 1 1 = Yes, 0 = No
IXS1_INC_MD	“Compared to original levels of support before weSupport Tracking, I increased or improved my Measurement & Direction support.” – Trial 1 1 = Yes, 0 = No
IXS1_INC_FC	“Compared to original levels of support before weSupport Tracking, I increased or improved my Feedback & Coaching support.” – Trial 1 1 = Yes, 0 = No
IXS1_INC_RSC	“Compared to original levels of support before weSupport Tracking, I increased or improved my Providing Resources support.” – Trial 1 1 = Yes, 0 = No
IXS1_INC_CHG	“Compared to original levels of support before weSupport Tracking, I increased or improved my Support for Change.” – Trial 1 1 = Yes, 0 = No
IXS1_INC_NONEP	“Compared to original levels of support before weSupport Tracking, I did not increase or improve any types of Performance Support.” – Trial 1 1 = Yes, 0 = No
IXS1_OPENF	“Please share an example of family or personal support you provided during weSupport Tracking.” – Trial 1
IXS1_OPENP	“Please share an example of performance support you provided during weSupport Tracking.” – Trial 1
IXS1_ADJGOAL_F	Final goals for Family and Personal support - adjusted goals for those who made adjustments and original goals for those who didn't make adjustments – Trial 1.
IXS1_ADJGOAL_P	Final goals for Performance support - adjusted goals for those who made adjustments and original goals for those who didn't make adjustments – Trial 1.
IXS2_SUBS	Number of direct reports as reported by participant using the weSupport Tracking – at Trial 2
IXS2_MIN	Total number of minutes participant spent using weSupport – Trial 2
IXS2_END	Date and time participant ended weSupport Tracking activity – Trial 2 (character)
IXS2_SUBMIT_T	Number of instances participant submitted data (one submit can have zero behaviors or multiple behaviors) – Trial 2
IXS2_FGOAL1	Original goal for Family and Personal support – Trial 2
IXS2_FGOAL2	Adjusted goal for Family and Personal support. 0 if no goal adjustment made – Trial 2
IXS2_FGOAL1_PER	% of F & P goal achieved based on original goal – Trial 2
IXS2_FGOAL2_PER	% of F & P goal achieved based on adjusted goal– Trial 2
IXS2_FFOCUS	F & P behavior participant selected as a focus area for improvement– Trial 2

IXS2_FAM_C	Total number of Family and Personal Support behaviors submitted– Trial 2
IXS2_FAM_M	Mean number of behaviors recorded each time the user submitted F & P behaviors– Trial 2
IXS2_FAM_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted F & P behaviors– Trial 2
IXS2_CM_C	Total number of Creative Management Support behaviors submitted– Trial 2
IXS2_CM_M	Mean number of behaviors recorded each time the user submitted Creative Management behaviors– Trial 2
IXS2_CM_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Creative Management behaviors– Trial 2
IXS2_EMO_C	Total number of Emotional Support behaviors submitted– Trial 2
IXS2_EMO_MN	Mean number of behaviors recorded each time the user submitted Emotional Support behaviors– Trial 2
IXS2_EMO_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Emotional Support behaviors– Trial 2
IXS2_FUNC_C	Total number of Functional Support behaviors submitted– Trial 2
IXS2_FUNC_M	Mean number of behaviors recorded each time the user submitted Functional Support behaviors– Trial 2
IXS2_FUNC_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Functional Support behaviors– Trial 2
IXS2_RM_C	Total number of Role Model Support behaviors submitted– Trial 2
IXS2_RM_M	Mean number of behaviors recorded each time the user submitted Role Model Support behaviors– Trial 2
IXS2_RM_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Role Model Support behaviors– Trial 2
IXS2_PGOAL1	Original goal for PERFORMANCE support – Trial 2
IXS2_PGOAL2	Adjusted goal for Performance support. 0 if no goal adjustment made – Trial 2
IXS2_PGOAL1_PER	% of F & P goal achieved based on original goal – Trial 2
IXS2_PGOAL2_PER	% of F & P goal achieved based on adjusted goal– Trial 2
IXS2_PFOCUS	Performance behavior participant selected as a focus area for improvement– Trial 2
IXS2_PRF_C	Total number of Performance Support behaviors submitted – Trial 2
IXS2_PRF_M	Mean number of behaviors recorded each time the user submitted Performance Support behaviors – Trial 2
IXS2_PRF_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Performance Support behaviors– Trial 2
IXS2_FC_C	Total number of Feedback & Coaching Support behaviors submitted – Trial 2
IXS2_FC_M	Mean number of behaviors recorded each time the user submitted Feedback & Coaching Support behaviors – Trial 2
IXS2_FC_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Feedback & Coaching Support behaviors– Trial 2
IXS2_MD_C	Total number of Measurement & Direction Support behaviors submitted – Trial 2
IXS2_MD_M	Mean number of behaviors recorded each time the user submitted Measurement & Direction Support behaviors – Trial 2
IXS2_MD_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Measurement & Direction Support behaviors– Trial 2
IXS2_RSC_C	Total number of Providing Resources Support behaviors submitted – Trial 2

IXS2_RSC_M	Mean number of behaviors recorded each time the user submitted Providing Resources Support behaviors – Trial 2
IXS2_RSC_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Providing Resources Support behaviors– Trial 2
IXS2_CHG_C	Total number of Performance Support behaviors submitted – Trial 2
IXS2_CHG_M	Mean number of behaviors recorded each time the user submitted Performance Support behaviors – Trial 2
IXS2_CHG_SD	Standard Deviation around the mean number of behaviors recorded each time the user submitted Performance Support behaviors– Trial 2
IXS2_EXIT1	<p>“The weSupport Tracking activity was useful to me as a supervisor.” – Trial 2</p> <p>1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree</p>
IXS2_EXIT2	<p>“I liked the weSupport Tracking activity.” – Trial 2</p> <p>1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree</p>
IXS2_EXIT3	<p>“I became more aware of the support I provided for employees during weSupport Tracking.” – Trial 2</p> <p>1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree</p>
IXS2_EXIT4	<p>“I increased or provided new kinds of support for employees during weSupport Tracking.” – Trial 2</p> <p>1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree</p>
IXS2_INC_FUNC	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Daily Problem Solving (Functional) support.”</p> <p>1 = Yes, 0 = No</p>
IXS2_INC_EMO	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Emotional support.”</p> <p>1 = Yes, 0 = No</p>
IXS2_INC_RM	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Role Model support.”</p> <p>1 = Yes, 0 = No</p>
IXS2_INC_CM	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Creative Management support.” – Trial 2</p> <p>1 = Yes, 0 = No</p>
IXS2_INC_NONEF	<p>“Compared to original levels of support before weSupport Tracking, I did not increase or improve any types of Family and Personal Support.” – Trial 2</p> <p>1 = Yes, 0 = No</p>
IXS2_INC_MD	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Measurement & Direction support.” – Trial 2</p> <p>1 = Yes, 0 = No</p>

IXS2_INC_FC	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Feedback & Coaching support.” – Trial 2</p> <p>1 = Yes, 0 = No</p>
IXS2_INC_PR	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Providing Resources support.” – Trial 2</p> <p>1 = Yes, 0 = No</p>
IXS2_INC_SC	<p>“Compared to original levels of support before weSupport Tracking, I increased or improved my Support for Change.” – Trial 2</p> <p>1 = Yes, 0 = No</p>
IXS2_INC_NONEP	<p>“Compared to original levels of support before weSupport Tracking, I did not increase or improve any types of Performance Support.” – Trial 2</p> <p>1 = Yes, 0 = No</p>
IXS2_OPENF	<p>“Please share an example of family or personal support you provided during weSupport Tracking.” – Trial 2</p>
IXS2_OPENP	<p>“Please share an example of performance support you provided during weSupport Tracking.” – Trial 2</p>
IXS2_ADJGOAL_F	<p>Final goals for Family and Personal support - adjusted goals for those who made adjustments and original goals for those who didn't make adjustments – Trial 2.</p>
IXS2_ADJGOAL_P	<p>Final goals for Performance support - adjusted goals for those who made adjustments and original goals for those who didn't make adjustments – Trial 2.</p>
IXC_DATE	<p>Date CBT training occurred MM/DD/YYYY</p>
IXC_PRECOR	<p>Number of CBT pretest questions correct</p>
IXC_PREWNG	<p>Number of CBT pretest questions wrong</p>
IXC_PREPCNT	<p>Percent of CBT pretest questions correct</p>
IXC_POSTCOR	<p>Number of CBT posttest questions correct</p>
IXC_POSTWNG	<p>Number of CBT posttest questions wrong</p>
IXC_POSTPCNT	<p>Percent of CBT posttest questions correct</p>
IXC_QZCOR	<p>Number of CBT quiz questions correct</p>
IXC_QZCWRG	<p>Number of CBT quiz questions wrong</p>
IXC_QZPCNT	<p>Percent of CBT quiz questions correct</p>
IXC_QZNUM	<p>Total number of quiz questions</p>
IXC_QZRSP	<p>Total number of quiz question responses (may be more than the total number of quiz requests as wrong responses may be repeated)</p>
IXC_DUR_TOT	<p>Total duration of entire CBT in minutes</p>
IXC_DUR_INT	<p>Duration of just introductory screens in minutes</p>
IXC_MORE	<p>Number of optional screens viewed</p>
IXC_PRE_DUR	<p>Duration of pretest in minutes</p>
IXC_POST_DUR	<p>Duration of posttest in minutes</p>
IXC_RELDATE	