

Additional File 3 – Comparison original version of CFIR 2.0 and back translation

Legend

Blue : Different vocabulary with the same meaning

Green : Different grammatical forms that did not affect the meaning

Orange: Terms with a slightly different meaning but better suited to French language

Original version

I. INNOVATION DOMAIN	
Innovation: The “thing” being implemented, e.g., a new clinical treatment, educational program, or city service .	
Construct Name	Construct Definition <i>The degree to which:</i>
A. Innovation Source	The group that developed and/or visibly sponsored use of the innovation is reputable, credible, and/or trustable .
B. Innovation Evidence-Base	The innovation has robust evidence supporting its effectiveness.
C. Innovation Relative Advantage	The innovation is better than other available innovations or current practice.
D. Innovation Adaptability	The innovation can be modified, tailored, or refined to fit local context or needs.
E. Innovation Trialability	The innovation can be tested or piloted on a small scale and undone .

Back Translation

I. FIELD OF INNOVATION	
Innovation: The “thing” implemented, such as a new clinical treatment, an educational program or a municipal service .	
Name of the construct	Definition of the construct <i>The degree to which:</i>
A. Source of innovation	The group that developed the innovation or supported its use is reputable, credible and/or trustworthy .
B. Results of the innovation conclusive	The innovation has conclusive results that demonstrate its effectiveness.
C. Relative benefit of the innovation	The innovation is better than other innovations available or current practice.
D. Adaptability of the innovation	The innovation can be modified, adapted or re-adapted to the context or local needs.
E. The possibility of testing the innovation	The innovation can be tested or piloted on a small scale and then not implemented .

F. Innovation Complexity	The innovation is complicated , which may be reflected by its scope and/or the nature and number of connections and steps.	F. Complexity of the innovation	The innovation is complex , which can be revealed in the magnitude and/or nature and number of connections and steps.
G. Innovation Design	The innovation is well designed and packaged , including how it is assembled, bundled, and presented.	G. The design of the innovation	The innovation is well designed and presented , and information is given on how it is assembled, grouped together and presented.
H. Innovation Cost	The innovation purchase and operating costs are affordable.	H. Cost of the innovation	The costs of purchasing and operating the innovation are affordable.

II. OUTER SETTING DOMAIN	
Outer Setting: The setting in which the Inner Setting exists, e.g., hospital system, school district, state. There may be multiple Outer Settings and/or multiple levels within the Outer Setting (e.g., community, system, state).	
Construct Name	Construct Definition <i>The degree to which:</i>
A. Critical Incidents	Large-scale and/or unanticipated events disrupt implementation and/or delivery of the innovation.
B. Local Attitudes	Sociocultural values (e.g., shared responsibility in helping recipients) and beliefs (e.g., convictions about the worthiness of recipients) encourage the Outer Setting to support implementation and/or delivery of the innovation.
C. Local Conditions	Economic, environmental, political, and/or technological conditions enable the Outer Setting to support implementation and/or delivery of the innovation.

II. EXTERNAL CONTEXT AREA	
External context: the context in which the internal context is situated, for example, the hospital system, a school, the state. There can be several external contexts and/or several levels within the external context (for example, community, system, state).	
Name of the construct	Definition of the construct <i>The degree to which:</i>
A. Critical events	Major and/or unexpected events stop the implementation and/or delivery of the innovation.
B. The values and beliefs of the context	The socio-cultural values and beliefs encourage the external context to back the implementation and/or delivery of the innovation.
C. Local conditions	The economic, environmental, political and/or technological conditions are favourable for the external context of the implementation and/or the delivery of the innovation to be supported.

D. Partnerships & Connections	The Inner Setting is networked with external entities, including referral networks, academic affiliations, and professional organization networks .	D. Partnership and connections	The internal context is part of a network of external entities, for example care partners, universities and professional organizations .
E. Policies & Laws	Legislation, regulations, professional group guidelines and recommendations, or accreditation standards support implementation and/or delivery of the innovation.	E. Policies and laws	Legislation, regulations, professional group guidelines and recommendations or accreditation standards further the implementation and/or delivery of innovation.
F. Financing	Funding from external entities (e.g., grants, reimbursement) is available to implement and/or deliver the innovation .	F. Funding	Funds from external entities (e.g. grants, reimbursements) are available for the implementation and/or delivery of the innovation .
G. External Pressure	External pressures drive implementation and/or delivery of the innovation.	G. External pressure	External pressure determines the implementation and/or delivery of the innovation.
1. Societal Pressure	Mass media campaigns , advocacy groups, or social movements or protests drive implementation and/or delivery of the innovation.	1. Pressure from society	Campaigns in the mass media , advocacy groups, demonstrations or protests stimulate the implementation and/or delivery of the innovation.
2. Market Pressure	Competing with and/or imitating peer entities drives implementation and/or delivery of the innovation.	2. Market pressure	Competition with and/or imitation of peer institutions stimulates the implementation and/or use of the innovation.
3. Performance-Measurement Pressure	Quality or benchmarking metrics or established service goals drive implementation and/or delivery of the innovation.	3. Pressure related to performance measurement	Quality measures , benchmarking or established objectives determine the implementation and/or use of the innovation.

III. INNER SETTING DOMAIN	
Inner Setting: The setting in which the innovation is implemented, e.g., hospital, school, city. There may be multiple Inner Settings and/or multiple levels within the Inner Setting , e.g., unit, classroom , team.	
Construct Name	Construct Definition <i>The degree to which:</i>
Note:	Constructs A – D <i>exist in the Inner Setting regardless of implementation and/or delivery of the innovation, i.e., they are persistent general characteristics of the Inner Setting.</i>
A. Structural Characteristics	Infrastructure components support functional performance of the Inner Setting . <i>Use this construct to capture themes related to Structural Characteristics that are not included in the subconstructs below.</i>
1. Physical Infrastructure	Layout and configuration of space and other tangible material features support functional performance of the Inner Setting .
2. Information Technology Infrastructure	Technological systems for tele-communication, electronic documentation, and data storage, management, reporting, and analysis support functional performance of the Inner Setting .
3. Work Infrastructure	Organization of tasks and responsibilities within and between individuals and teams, and general staffing levels, support functional performance of the Inner Setting .

III. INTERNAL CONTEXT AREA	
Internal context: the framework in which the innovation is implemented, for example, a hospital, a school, a town/city . There can be several internal contexts and/or several levels within the internal context , for example, a unit, a class , a team.	
Name of the construct	Definition of the construct <i>The degree to which:</i>
	Constructs A to D <i>come under the internal framework independently of the implementation and/or delivery of the innovation, i.e. they are general characteristics that persist within the internal framework.</i>
A. Structural characteristics	The environmental components support the functional performance of the internal context .
1. Environment/physical structure	The layout and configuration of the space and other physical features support the functional performance of the internal context .
2. Information technology	Technological systems for telecommunications, electronic documentation, storage, management, reporting and analysis of data support the functional performance of the internal context .
3. Work environment	The organisation of tasks and responsibilities between individuals and teams and between themselves, as well as overall staffing levels, uphold the functional performance of the internal context .

B. Relational Connections	There are high quality formal and informal relationships, networks, and teams within and across Inner Setting boundaries (e.g., structural, professional).	B. Relational networks	There are high-quality, formal and informal relationships, networks and teams within and beyond the internal context (e.g., structural, professional).
C. Communications	There are high quality formal and informal information sharing practices within and across Inner Setting boundaries (e.g., structural, professional).	C. Communication	There are high-quality information sharing practices, both formal and informal, within and outside the internal context (e.g. structural, professional).
D. Culture	There are shared values, beliefs, and norms across the Inner Setting. <i>Use this construct to capture themes related to Culture that are not included in the subconstructs below.</i>	D. Culture	There are shared values, beliefs and norms in the internal context. <i>(Note = use this construct for culture-related themes that are not included in the sub-constructs below.)</i>
1. Human Equality-Centeredness	There are shared values, beliefs, and norms about the inherent equal worth and value of all human beings.	1. Focused on equality	There are common values, beliefs and norms about the intrinsic equal value of all human beings.
2. Recipient-Centeredness	There are shared values, beliefs, and norms around caring, supporting, and addressing the needs and welfare of recipients.	2. Focused on the beneficiary	There are common values, beliefs and standards for care, support and consideration of the needs and well-being of beneficiaries.
3. Deliverer-Centeredness	There are shared values, beliefs, and norms around caring, supporting, and addressing the needs and welfare of deliverers.	3. Focused on the service provider	There are common values, beliefs and standards for care, support and consideration of the needs and wellbeing of service providers.
4. Learning-Centeredness	There are shared values, beliefs, and norms around psychological safety, continual improvement, and using data to inform practice.	4. Focused on learning	There are common values, beliefs and standards on psychological safety, continuous improvement and data use to guide practice.
Note:	Constructs E – K are specific to the implementation and/or delivery of the innovation.	Note:	The constructs from E to K are specific to the implementation and/or delivery of the innovation.

E. Tension for Change	The current situation is intolerable and needs to change.
F. Compatibility	The innovation fits with workflows, systems, and processes.
G. Relative Priority	Implementing and delivering the innovation is important compared to other initiatives.
H. Incentive Systems	Tangible and/or intangible incentives and rewards and/or disincentives and punishments support implementation and delivery of the innovation.
I. Mission Alignment	Implementing and delivering the innovation is in line with the overarching commitment, purpose , or goals in the Inner Setting .
J. Available Resources	Resources are available to implement and deliver the innovation. <i>Use this construct to capture themes related to Available Resources that are not included in the subconstructs below.</i>
1. Funding	Funding is available to implement and deliver the innovation.
2. Space	Physical space is available to implement and deliver the innovation.
3. Materials & Equipment	Supplies are available to implement and deliver the innovation.
K. Access to Knowledge & Information	Guidance and/or training is accessible to implement and deliver the innovation.

E. Pressure for the change	The current situation is intolerable and must change.
F. Compatibility	Innovation is incorporated into workflows, systems and processes.
G. Relative priority	The implementation and delivery of the innovation has high priority compared with other initiatives/projects.
H. Incentives	Tangible and/or intangible incentives, in the form of rewards and/or disincentives and punishments, promote the implementation and delivery of the innovation.
I. Coherence of the mission	The implementation and delivery of the innovation correspond to the fundamental commitments, main objective or goals set in the internal context .
J. Availability of resources	Resources are available for the implementation and delivery of the innovation. <i>Note: Use this structure to discuss topics related to available resources that are not included in the subconstructs below.</i>
1. Funding	Funding is available for the implementation and delivery of the innovation.
2. Physical environment	There is physical space available for the implementation and completion of the innovation.
3. Material and equipment	Materials and equipment are available for the implementation and delivery of the innovation.
K. Access to knowledge and information	Coaching and/or training are available for the implementation and delivery of the innovation.

IV. INDIVIDUALS DOMAIN	
Individuals: The roles and characteristics of individuals.	
ROLES SUBDOMAIN	
Construct Name	Construct Definition <i>The degree to which:</i>
A. High-level Leaders	Individuals with a high level of authority, including key decision-makers, executive leaders, or directors.
B. Mid-level Leaders	Individuals with a moderate level of authority, including leaders supervised by a high-level leader and who supervise others.
C. Opinion Leaders	Individuals with informal influence on the attitudes and behaviors of others.
D. Implementation Facilitators	Individuals with subject matter expertise who assist, coach, or support implementation.
E. Implementation Leads	Individuals who lead efforts to implement the innovation.
F. Implementation Team Members	Individuals who collaborate with and support the Implementation Leads to implement the innovation, ideally including Innovation Deliverers and Recipients.
G. Other Implementation Support	Individuals who support the Implementation Leads and/or Implementation Team Members to implement the innovation.
H. Innovation Deliverers	Individuals who are directly or indirectly delivering the innovation.
I. Innovation Recipients	Individuals who are directly or indirectly receiving the innovation.

IV. INDIVIDUAL SPHERE	
Individuals: Roles and characteristics of people/individuals	
ROLES SUBDOMAIN	
Construct Name	Construct Definition <i>The degree to which:</i>
A. Top-level managers	Individuals with a high level of authority, including key decision makers, executive leaders/leaders or directors.
B. Mid-level managers	Individuals with an intermediate level of authority, including managers who are supervised by a senior executive and who supervise others.
C. Opinion leaders	Individuals who have an informal influence on the attitudes and behaviors of others.
D. Implementation facilitators	Individuals with expertise in the area and who help, mentor or support implementation.
E. Implementation managers	Individuals who take actions to implement the innovation.
F. Members of the implementation team	Individuals who work with and support implementation managers to implement the innovation, ideally along with service providers and beneficiaries of the innovation.
G. Other forms of support for implementation	Individuals who support implementation managers and/or implementation team members to implement the innovation.
H. Innovation service providers	Those who directly or indirectly deliver the innovation.
I. Beneficiaries of the innovation	Individuals who directly or indirectly benefit from the innovation.

CHARACTERISTICS SUBDOMAIN	
Construct Name	Construct Definition <i>The degree to which:</i>
A. Need	The individual(s) has deficits related to survival, well-being, or personal fulfillment, which will be addressed by implementation and/or delivery of the innovation.
B. Capability	The individual(s) has interpersonal competence , knowledge, and skills to fulfill Role.
C. Opportunity	The individual(s) has availability, scope, and power to fulfill Role.
D. Motivation	The individual(s) is committed to fulfilling Role.

CHARACTERISTICS SUBDOMAIN	
Construct Name	Construct Definition <i>The degree to which:</i>
A. Need	The individual(s) have deficiencies related to survival, well-being or personal fulfilment, which will be met by the implementation and/or delivery of the innovation.
B. Capability	The individual(s) have interpersonal skills , knowledge and abilities to fulfil their role.
C. Opportunity	The individual(s) have the availability, scope of practice and authority to fulfil their role.
D. Motivation	The individual(s) undertake to fulfil their role.

V. IMPLEMENTATION PROCESS DOMAIN	
Implementation Process: The activities and strategies used to implement the innovation.	
Construct Name	Construct Definition <i>The degree to which:</i>
A. Teaming	Join together, intentionally coordinating and collaborating on interdependent tasks, to implement the innovation.
B. Assessing Needs	Collect information about priorities, preferences, and needs of people . <i>Use this construct to capture themes related to Assessing Needs that are not included in the subconstructs below.</i>

V. SCOPE OF THE IMPLEMENTATION PROCESS	
Implementation Process: The activities and strategies used to implement the innovation.	
Construct Name	Construct Definition <i>The degree to which:</i>
A. Formation of teams	Intentionally meet to coordinate and work together on interconnected tasks to implement the innovation.
B. Assessment of needs	Gather information about people's priorities, preferences and needs. <i>Note: use this construct to address needs connected with the evaluation of issues that are not included in the subconstructs below.</i>

1. Innovation Deliverers	Collect information about the priorities, preferences, and needs of deliverers to guide implementation and delivery of the innovation.	1. Innovation providers	Collect information on the priorities, preferences and needs of the providers to guide the implementation and delivery of the innovation.
2. Innovation Recipients	Collect information about the priorities, preferences, and needs of recipients to guide implementation and delivery of the innovation.	2. Beneficiaries of the innovation	Collect information on the priorities, preferences and needs of the beneficiaries to guide the implementation and delivery of the innovation.
C. Assessing Context	Collect information to identify and appraise barriers and facilitators to implementation and delivery of the innovation.	C. Assessment of the context	Collect information to identify and assess things that might impede or facilitate the implementation and delivery of the innovation.
D. Planning	Identify roles and responsibilities, outline specific steps and milestones, and define goals and measures for implementation success in advance.	D. Planning	Identify roles and responsibilities, describe specific stages and milestones, and define beforehand the goals to be achieved and the measures for determining whether they have been successfully implemented.
E. Tailoring Strategies	Choose and operationalize implementation strategies to address barriers , leverage facilitators, and fit context.	E. Adaptation of strategies	Choose and put in place implementation strategies to remove obstacles , leverage facilitators and adapt to the context.
F. Engaging	Attract and encourage participation in implementation and/or the innovation. <i>Use this construct to capture themes related to Engaging that are not included in the subconstructs below.</i>	F. Commitment	Attract and encourage participation in the implementation and/or delivery of the innovation. <i>Use this construct to capture themes related to Engaging that are not included in the subconstructs below.</i>
1. Innovation Deliverers	Attract and encourage deliverers to serve on the implementation team and/or to deliver the innovation.	1. Innovation providers	Attract and encourage providers to be part of the implementation team and/or deliver the innovation.
2. Innovation Recipients	Attract and encourage recipients to serve on the implementation team and/or participate in the innovation.	2. Beneficiaries of the innovation	Attract and encourage beneficiaries to be part of the implementation team and/or participate in the innovation

G. Doing	Implement in small steps, tests, or cycles of change to trial and cumulatively optimize delivery of the innovation.
H. Reflecting & Evaluating	Collect and discuss quantitative and qualitative information about the success of implementation. <i>Use this construct to capture themes related to Reflecting & Evaluating that are not included in the subconstructs below.</i>
1. Implementation	Collect and discuss quantitative and qualitative information about the success of implementation.
2. Innovation	Collect and discuss quantitative and qualitative information about the success of the innovation.
I. Adapting	Modify the innovation and/or the Inner Setting for optimal fit and integration into work processes.

G. Progress	Implement in small steps, tests or change cycles to test and progressively optimize the delivery of innovation.
H. Reflection and evaluation	<i>Use this construct to capture themes related to Reflecting & Evaluating that are not included in the subconstructs below.</i>
1. Implementation	Collect and analyze quantitative and qualitative data concerning the progress made in implementing the innovation.
2. Innovation	Collect and analyze quantitative and qualitative data on the outcome of innovation.
I. Adaptation	Modify innovation and/or internal context to optimally adapt and integrate it into work processes.