

Table 2. Implementation Climate Scale subscales and overall by unit.

	Unit 1			Unit 2			Unit 3			Unit 4			p
	N	M (IQR)	Range	N	M (IQR)	Range	N	M (IQR)	Range	N	M (IQR)	Range	
Unit Focus on EBP	18	3.5 (3.0, 4.0)	0.0 – 4.0	19	3.0 (2.3, 3.7)	2.0 – 4.0	16	3.0 (2.0, 3.0)	1.0 – 4.0	20	3.0 (2.5, 3.7)	2.0 – 4.0	.106
Educational Support	18	3.0 (2.0, 4.0)	0.3 – 4.0	19	1.7 (1.0, 3.0)	0.0 – 4.0	16	1.9 (1.0, 2.3)	0.0 – 4.0	20	2.0 (1.9, 3.0)	0.7 – 3.7	<b>.016</b>
Recognition	18	3.0 (2.3, 3.7)	0.0 – 4.0	18	2.4 (1.0, 3.0)	0.0 – 4.0	15	2.0 (1.7, 2.7)	0.0 – 3.7	21	2.3 (2.0, 3.0)	0.7 – 4.0	.090
Rewards	17	1.0 (0.0, 2.0)	0.0 – 4.0	19	0.3 (0.0, 1.7)	0.0 – 4.0	16	0.9 (0.0, 2.0)	0.0 – 3.0	20	0.5 (0.0, 2.2)	0.0 – 4.0	.791
Selection for EBP	16	3.0 (2.0, 3.4)	1.3 – 4.0	19	1.3 (0.0, 3.0)	0.0 – 4.0	15	2.0 (1.3, 2.7)	0.0 – 4.0	21	2.0 (1.7, 2.7)	0.7 – 4.0	<b>.011</b>
Selection for Openness	17	3.0 (2.0, 3.7)	0.0 – 4.0	19	2.0 (0.0, 3.0)	0.0 – 4.0	16	2.0 (2.0, 3.0)	0.0 – 4.0	21	2.0 (2.0, 2.7)	0.3 – 4.0	.101
Overall ICS	18	2.7 (2.1, 3.1)	0.1 – 4.0	19	1.8 (0.8, 2.7)	0.4 – 4.0	16	2.0 (1.5, 2.6)	0.2 – 2.9	21	2.0 (1.8, 2.8)	1.0 – 3.9	<b>.033</b>

p-value via Kruskal-Wallis test.