Behavioral Markers Observation Tool   Date: _____   Team Observed: _____

One Time Markers	Measure	
Orients the Team		
1) Introduces self as Incident Commander/Manager	N	Y
2) Initiates introduction of ICS team members	N	Y
3) Requires team members to don vests or name tags	N	Y
4) Gives overview of incident for situational awareness	N	Y
5) Verbally directs team members to job action sheets	N	Y
Knowledge of Objectives		
6) Ensures the operational period is stated.	N	Y
7) Ensures the incident objectives are verbalized.	N	Y
8) Ensures the operational objectives are verbalized.	N	Y
ICS Knowledge		
9) Identifies and addresses initial gaps in staff in ICS organizational chart	N	Y
10) Provides direction to staff on ICS forms	N	Y
Briefings, Distractions, Environment		
11) Provides verbal reminders to keep briefings constrained to key information	N	Y
12) Verbalizes to forward phones and stop checking emails during briefing	N	Y
13) Verbalizes that it's okay to ask questions or ask for help	N	Y
Calm		
14) Intervenes to diminish escalating conflicts between staff members	N	Y
15) Redirects team members who are off task	N	Y
Delegation, Moving Forward		
16) Delegates Incident Manager/Commander responsibilities when leaving the EOC / DOC	N	Y
17) Ensures ICS team members delegate responsibilities when leaving the EOC / DOC	N	Y
18) References the Planning P for next steps	N	Y
Ongoing Markers	**Measure**		
Clear Communication			
19) Uses Closed Loop Communication (deliver, receive, & confirm information)	0	1	2
20) Clarifies information when asked	0	1	2
21) Defines acronyms and terms	0	1	2
Environment, Calm, Confident			
22) Controls extraneous conversations during briefings	0	1	2
23) Displays a calm demeanor and effectively manages own stress	0	1	2
24) Displays confidence in managing team and response/ exercise	0	1	2
ICS Knowledge			
25) Utilizes subject matter expertise of ICS team and agency staff	0	1	2
26) Monitors need for additional ICS staff to meet operational needs	0	1	2
27) Assigns/delegates tasks to ICS team members	0	1	2
28) Ensures delegated tasks are completed	0	1	2
Resources, Forward Thinking			
29) Identifies agency's and public health's responsibilities in the response/ exercise scenario	0	1	2
30) Identifies and communicates with internal partners	0	1	2
31) Identifies and communicates with external partners	0	1	2
32) Asks questions to facilitate discussion on short and long term objectives/goals	0	1	2
33) Articulates short and long term effects and consequences of the incident	0	1	2

Key: Y= Yes   N= No   0= Never   1= Some of the time   2= All the time

Notes:

This is a space to record any notes about the exercise or things you would like to address after the completion of the exercise. You may record overall notes, or, if you want to elaborate on a specific behavioral marker/ measure, you may list the number of the measure and then provide your note. If you did not score a particular measure at all, you may also put in a note regarding its applicability and/or observability in this exercise.