

Scale Description of the FIRE Questionnaire + Additional Modules

Scales of the FIRE:

Scala	Items	Description
Trainers' behavior	1, 2, 3, 4	<p>High values mean that the team of instructors was engaging and able to motivate the participants. The team of lecturers excelled through precise explanations of difficult content and through useful feedback.</p> <p>Low values mean that the instructor team was not very committed to the learning success of the participants and was not able to motivate them. Difficult content was not explained thoroughly enough and the feedback from the team of lecturers was not very helpful for the participants.</p>
Overextension	5, 6, 7	<p>High values mean that the participants felt overwhelmed by the scope and severity of the content. The content was taught too quickly.</p> <p>Medium/low values mean that the scope and severity of the content were appropriately designed and conveyed at an appropriate speed. Very low scores may indicate that the content was underwhelming.</p>
Structure	8, 9, 10	<p>High values mean that the course had a clear structure and gave a good overview of the subject area.</p> <p>Low values mean that the participants could not recognize a clear structure in the course. Furthermore, they lacked a good overview of the subject area.</p>
Group	11, 12, 13	<p>High values mean that the group actively cooperated and that the participants supported each other.</p> <p>Low values mean that the participants perceived the group as passive and experienced little mutual support during the course.</p>
Competence	14, 15, 16, 17, 18	<p>High values mean that the participants acquired many competencies through the course. They could better assess critical situations and make decisions as well as give instructions to others in difficult situations.</p> <p>Low values mean that, from the participants' point of view, the course did not contribute or contributed only little to expanding their competencies. They fear not being able to make good decisions and give good instructions under stress.</p>

Transfer	19, 20, 21	<p>High values mean that the participants feel very well prepared for their next assignment and can put what they have learned into practice.</p> <p>Low values mean that the participants do not feel sufficiently prepared. They do not feel able to implement what they have learned in their everyday lives.</p>
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Optional single items for FIRE: *The individual items should only be regarded as general feedback from the participants, as they were only collected with one question each.*

22: In this question, participants rate how much they learned in the course.

23: This question asks participants whether they would recommend the course to others.

Optional additional modules for the FIRE:

Additional modul	Description
<p>FIRE-EV Exercises for Independent Work</p>	<p>High values mean that the participants perceived the exercises for independent work as a useful measure that contributed to deepening the content. The exercises were understandable and the level of difficulty was appropriate.</p> <p>Low values mean that working on one's own responsibility did not help the participants to better understand the content. This may be because the level of difficulty and scope of the exercises was not appropriate or because they were incomprehensible.</p>
<p>FIRE-G Group Work</p>	<p>High values mean that the group work contributed to the participants' exchange. Each individual was able to share his/her knowledge, which meant that everyone was able to take a lot away with them.</p> <p>Low values mean that the participants hardly exchanged and contributed. Thus, the learning gain for everyone was also low.</p>
<p>FIRE-PL Tabletop Exercises</p>	<p>High scores mean that the tabletop exercises helped to deepen and apply knowledge. The level of difficulty was appropriate and the instructors provided useful feedback.</p> <p>Low values mean that participants found the level of difficulty of the tabletop exercises inappropriate. They could neither deepen nor apply their knowledge and would like more helpful feedback from the instructor.</p>
<p>FIRE-E Emergency Training</p>	<p>High scores mean that the emergency training helped to deepen and apply knowledge. The level of difficulty was appropriate and the instructors provided useful feedback.</p>

	<p>Low values mean that the participants found the level of difficulty of the emergency training inappropriate. They could neither deepen nor apply their knowledge and would like more helpful feedback from the instructor.</p>
<p>FIRE-DO Individual Evaluation of Trainers</p>	<p>High scores mean that the trainer was engaged and able to motivate participants. The trainer provided precise explanations of difficult content and useful feedback. He/she was very knowledgeable about the course content and enriched the class by sharing his/her own experiences.</p> <p>Low scores mean that the trainer was not very committed to the learning success of the participants and was not able to motivate them. Difficult content was not explained thoroughly enough and the trainer's feedback was not very helpful for the participants. He/she was less familiar with the course content and the participants would like to hear more of his/her own experience reports.</p>