

Scale Descriptions of the FIRE-CU (Command Unit Training) & FIRE-CPX (Command Post Exercises) Questionnaires

Scales of the FIRE-CU:

Scale	Items	Description
Trainers' Behavior	1, 2, 3, 4	<p>High values mean that the trainer team was engaging and able to motivate the participants. The trainer team excelled through precise explanations of difficult content and through useful feedback.</p> <p>Low values mean that the trainer 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 trainer team 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, 19	<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>

		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.
Transfer	20, 21, 22	High values mean that the participants feel very well prepared for their next assignment and can put what they have learned into practice. 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.

Optional single items for FIRE-CU: *The individual item should only be regarded as general feedback from the participants, as they were only collected with one question each.*

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

Optional additional modul for the FIRE-CU:

Additional modul	Description
FIRE-CPX Command Post Exercise	High scores mean that participants learned a lot during the command post exercise and can apply the new knowledge in practice. The level of difficulty was appropriate and the instructors provided useful feedback. Low scores mean that participants found the level of difficulty of the command post exercise inappropriate. They were unable to deepen or apply their knowledge and would like more helpful feedback from the instructors.