



Personal Adaptability Questionnaire Profile Chart

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Personal Adaptability Questionnaire Profile Chart

Introduction to the PAQ Profile

This profile chart provides graphical representations of:

- * Core personality traits that are relevant to resilience
- * These traits have been shown to be determinants of response to change

Feedback Guidelines

When exploring the profile with the respondent:

- * Emphasise that PAQ is a self-report questionnaire
- * Remind them it is not about ability - there are no rights or wrongs
- * Explain that no questionnaire is infallible - it is alright to disagree
- * Encourage a full, open two-way dialogue
- * Explain that their responses have been compared with a large sample of similar people



Personal Adaptability Questionnaire

Core Traits

	1	2	3	4	5	6	7	8	9	10	
Inclined to be pessimistic. Expects things to go wrong. Sees disadvantages more readily than positive outcomes. Lacks optimism about the future.	•	•	•	•	•	•	•	◆	•	•	Optimistic Upbeat about future. Learns from situations. Has an optimistic view of the world. Does not allow problems to dampen enthusiasm.
Self-doubting. May need encouragement from others. Feels less in control of situations. Has lower self-esteem..	•	•	•	◆	•	•	•	•	•	•	Self-assured High self-esteem. Confident about own abilities. Feels in control of events. Is self-assured and confident.
Accepts existing systems and methods. Less comfortable with ambiguity. Prefers work that is clearly defined. Less creative and imaginative.	•	•	•	◆	•	•	•	•	•	•	Innovative Looks at problems in a fresh, unconstrained way. Avoids preconceptions. Challenges the status quo. Enjoys uncertainty and ambiguity.
Prefers to operate independently. Tends not to seek out others for help. Does not draw upon others' ideas. Less	•	◆	•	•	•	•	•	•	•	•	Collaborative Draws on others for practical or other support. Sees others as a resource to be called upon in times of difficulty.
Becomes distracted from goals. Has difficulty in establishing priorities. Can be uncertain of life direction or objectives. inclined to be open with others about needs.	•	•	•	◆	•	•	•	•	•	•	Purposeful Has a clear understanding of priorities. Has a sense of direction and purpose; is disciplined about goal achievement. Maintains focus.
Disorderly approach to work. Deals with problems as they arise. Crisis driven. Tends not to plan ahead or anticipate needs.	•	•	•	◆	•	•	•	•	•	•	Structured Organised, methodical approach to work. Maps out what needs to be done in advance. Uses systems.
Favours the familiar and predictable. Cautious about change and decisions. Procrastinates. Less action oriented.	•	•	•	•	•	◆	•	•	•	•	Proactive Dislikes the predictable. Quick to take decisions. Seizes opportunities. Thinks and acts rapidly.