



# Personal Adaptability Questionnaire

## Candidate Report

**Ekaterina Sample**

**10 April 2025**



# Personal Adaptability Questionnaire

## Introduction to the Report

PAQ is a self-report questionnaire designed to measure fundamental characteristics that are important in the occupational setting especially when organisations are embracing change.

The characteristics that have been found to be important are:

- **Optimism** – a positive outlook
- **Self-assuredness** – confidence in oneself
- **Innovation** – cognitive flexibility
- **Collaborative** – sharing with others
- **Purposeful** – maintaining focus on goals
- **Structured** – methodical and organised
- **Proactive** – anticipation and seizing opportunities

This report is based solely on the respondent's answers to the PAQ questions. The statements in this report are included on the basis that they are generally true for someone who has given similar answers to this respondent but **CANNOT** be guaranteed to be accurate in every detail. No questionnaire is infallible. Although the results are generally very reliable, either the respondent or the assessor may disagree with some of the following descriptions.

When using this report you should also remember that the questionnaire is a self-report instrument and therefore provides an indication of how the respondent perceives their own personality and values. The questionnaire has been developed to highlight typical behaviours and preferences but does not provide measures of ability. Furthermore, there are no rights or wrongs in personality. Different profiles can be linked with success and job satisfaction in particular occupational roles, but there is no such thing as a profile that is generally good or generally bad.

The scores which are indicated graphically in this report, and the statements derived from these scores, are based on comparisons of results with a very large sample of other respondents (NOT the general population).



# Personal Adaptability Questionnaire

## Core Traits

### Optimistic

Ekaterina appears to be a fairly optimistic person who likely takes a positive view of the world. She may be more inclined than some to focus on the advantages and benefits of situations, rather than constantly seeking out snags and reasons why something won't work. This optimistic outlook suggests that Ekaterina generally prefers to see the potential for success rather than dwelling on the difficulties.

She likely tries to learn from past experiences, using those lessons to approach new challenges with a more open and hopeful mindset. When faced with problems or unexpected obstacles, she tends to treat them as opportunities for growth and development, rather than allowing them to discourage or defeat her. Ekaterina's ability to maintain this positive approach, even in the face of adversity, speaks to her resilience and belief that setbacks are temporary and can be overcome.

#### Work Implications in Change Situations:

- Likely to be a strong advocate for change and innovation within the workplace.
- Embraces new initiatives enthusiastically, helping to inspire and motivate others.
- Will push for progress and may lead initiatives aimed at improvement or transformation.
- Can help shift team or organisational culture towards a more adaptive, forward-thinking mindset.

### Self-assured

She may be a rather self-doubting person who lacks some self-assurance and confidence. Ekaterina possibly needs the encouragement or support of others at times to help bolster her self-esteem and reassure her of her worth and capability. Without this reassurance, she might struggle to recognise her own potential and could feel uncertain about her ability to manage challenges independently.

She may be a little more inclined than most to feel that she is not entirely in control of events, which can contribute to a sense of helplessness or anxiety when faced with uncertainty. This lack of confidence might hold her back from taking on more demanding tasks or pursuing opportunities that require a greater sense of self-assurance.

#### Work Implications in Change Situations:

- Will need a structured support system and confidence-building to engage effectively with change.
- May avoid high-pressure or high-risk changes but could manage when given clear guidelines.
- Needs frequent feedback to improve confidence and avoid becoming too hesitant.
- Likely to excel when change is introduced gradually and with steady encouragement.



# Personal Adaptability Questionnaire

## Core Traits

### Innovative

She demonstrates a preference for working within existing systems and practices and may not be an especially strong source of new ideas. When faced with a new problem, Ekaterina is probably a little more likely than many to opt for traditional and familiar ways of arriving at a solution.

Others who respond similarly to Ekaterina often say that they prefer to build on others' ideas, rather than come up with innovative solutions themselves. This approach suggests that Ekaterina values stability and practicality over novelty, relying on proven methods to address challenges rather than experimenting with untested ideas.

#### **Work Implications in Change Situations:**

- Will need a clear roadmap to adapt to new processes or systems.
- Prefers changes that are carefully planned and predictable.
- May struggle with innovation or undefined roles and tasks in times of change.

### Collaborative

Ekaterina is highly self-reliant and prefers to complete tasks on her own, often avoiding collaboration. She is likely to be hesitant to ask for help or rely on others, even when faced with challenges. Similarly, Ekaterina may not seek or consider the input of others, even if it would improve outcomes. She probably frequently works in isolation, focusing on individual tasks rather than team efforts.

She perhaps sees drawing on the help of others as a sign of weakness or is less confident about revealing herself to others. In either case, she is likely to plough ahead on her own and will probably miss out on many opportunities to benefit from the support and experience of her working colleagues.

#### **Work Implications in Change Situations:**

- May struggle in collaborative or team-based change initiatives, preferring to work solo.
- Could miss out on valuable insights or ideas from colleagues, limiting creativity and efficiency.
- Less likely to ask for support, which could lead to burnout or frustration in complex change scenarios.
- Needs encouragement to engage in group discussions or to share ideas with others.



# Personal Adaptability Questionnaire

## Core Traits

### Purposeful

Ekaterina may not always have a clear sense of purpose or direction in life and may sometimes find it hard to grapple with conflicting priorities. When faced with sudden change or the confusion that can arise, Ekaterina may lose sight of the fundamental goals that she is trying to achieve, which can lead to a sense of being in a muddle.

This struggle with prioritisation, especially during times of uncertainty, suggests that Ekaterina may need to take extra care in clarifying her goals and maintaining focus when navigating complex or shifting circumstances.

#### Work Implications in Change Situations:

- Needs clear direction and support to stay focused during change.
- Might struggle to prioritise competing tasks in dynamic or rapidly changing environments.
- May require regular check-ins to stay on course and ensure their goals are aligned with the broader organisational objectives.
- Could benefit from external accountability to help keep attention on key priorities and prevent distractions.

### Structured

Ekaterina appears to be a fairly untidy, unstructured sort of person who may be rather slapdash or muddled at work. She is somewhat less likely than many other people to tackle work in an orderly way and may be prone to doing things at the last minute or find herself overtaken by events.

Ekaterina is more likely to deal with problems as they arise than proactively working to head them off and so may sometimes be caught unawares by the way things turn out. This reactive approach can lead to a sense of chaos or disorder in her work, making it harder for Ekaterina to stay on top of tasks and anticipate challenges before they become larger issues.

#### Work Implications in Change Situations:

- Will be reactive during periods of change, which can delay progress and lead to missed deadlines.
- Might manage some aspects of change but will need extra support to organise tasks and manage time effectively.
- Can benefit from clearer expectations and structure to reduce the crisis-driven approach to work.
- Will need guidance to better anticipate challenges and manage resources effectively during change.



# Personal Adaptability Questionnaire

## Core Traits

### Proactive

Ekaterina is probably comfortable with the familiar but also willing to explore new approaches if necessary. She can make decisions with moderate caution but is generally able to act when needed. She may procrastinate from time to time but can still manage to meet deadlines and get tasks done.

Although she is able to act in most situations, she will probably prefer clear instructions or guidelines from others to feel fully comfortable.

### Work Implications in Change Situations:

- Will be able to adapt to change but may take some time to embrace new ideas or methods.
- Likely to hesitate when decisions need to be made quickly but can be effective once given direction.
- Can manage the change process but might need extra support or clearer structure to reduce procrastination.
- Likely to respond positively to change if it is well-explained and the benefits are clear.



# Personal Adaptability Questionnaire

## Reflections

Strengths



# Personal Adaptability Questionnaire

## Reflections

Limitations