



# product brief





## what it measures

Part of the KCP Questionnaire Series, the PAQ is a self-report questionnaire specifically designed for use with individuals or groups. It provides insights into a range of personal characteristics that are critical when dealing with change or new challenges in the working environment. Change facilitators will find that the PAQ is a powerful tool when making individual or group change management interventions.

The PAQ dimensions are derived from Connor's groundbreaking model of personal resilience and adaptability to change. The 7 PAQ variables are measures of personal adaptability/resilience and act as predictors of whether the individual *at this time* is likely to be successful or unsuccessful when working with new challenges and changing circumstances.

- I have a positive outlook on the world. It is full of opportunities.
- I have a positive view of myself and my capabilities.
- I am open-minded and creative. I can cope with ambiguity.
- I recognise that others can help me and support me in times of change.
- I have a clear focus and sense of purpose.
- I have the ability to impose order upon chaos.
- I embrace novelty. The unfamiliar needs exploration not avoidance.





# paq scales

## THE PAQ SCALES

Optimistic

Self-assured

Innovative

Collaborative

Purposeful

Structured

Proactive

**The PAQ Profile and Report provides:**

A full narrative report on each of the scales

Graphical representation of the scores



## suitability and training

The PAQ has been designed for use at all levels. It is particularly useful with any individual or group that is confronted with change or new challenges.

### **Administration and scoring only training requirements**

Level A Certificate of Competence in Test Administration

### **Interpretation and Feedback training requirements**

Level B - Full or Intermediate Certificate of Competence required.

Users of other substantive questionnaires, e.g. I6PF, OPQ<sup>(R)</sup> or CPI may access PAQ immediately.

## benefits

- A powerful change management tool
- Competitively priced - no expensive licensing fees
- Can be administered via paper-and-pencil, PC or online
- Quick to administer (approx 10-15 minutes)



# prices

## Administration:

- **online**
- **paper & pencil**

	£
<b>Online:</b>	
admin/combined profile+report	25.00 *

<b>Paper &amp; pencil:</b>	
PAQ admin & scoring	30.00 *
PAQ booklets (5s)	95.00
Answer sheets (25s)	60.00 *
Profile charts (25s)	95.00 *
Scoring keys	20.00 *

\* Subject to VAT @ 17,5%

