

## THE PERSONAL FEEDBACK QUESTIONNAIRE

### **WHAT IT DOES**

The Personal Feedback Questionnaire (PFQ) is an item bank of competence based questions designed for use in staff development settings where 360 degree feedback can provide powerful new insights.

The PFQ can be accessed as a generic product or on a customised basis

### **WHAT IT DOESN'T DO**

The PFQ has not been designed as an assessment tool for individuals, but rather as an instrument for comparing self-perceptions with those of others.

### **SUITABILITY**

Target populations for the PFQ include most managerial, professional and white collar occupations.

### **TRAINING REQUIREMENTS**

#### **Administration and scoring**

There are no formal KCP training requirements for using the PFQ. However, it will only be made available to **holders of the Level B certificate of Competence who are experienced assessors.**

### **USES**

The PFQ is typically used in management development or change management settings. The PFQ is suitable for use by Chartered Psychologists as well as HR Professionals and Consultants.

### **ADVANTAGES OF PFQ USE**

Among the benefits of using The Personal Feedback Questionnaire are:-

- Based on common core competences
- Can be specifically customised to assess against in-house competences
- Quick to administer and score
- Competitive pricing
- No annual licensing fees