



Personal Adaptability Questionnaire

Candidate Report

Steve Sample

8 June 2020



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).



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Core Traits

Optimistic

Steve appears to be a fairly optimistic person who probably takes quite a positive view of the world and may be more inclined than some to look for advantages and benefits as opposed to always looking for snags and reasons why something won't work. He probably tries to learn from past experiences and when faced with problems new or unexpected challenges, he will probably treat these as opportunities and generally not allow them to get him down.

Self-assured

Steve appears to be neither overly self-confident and arrogant, nor someone who is plagued by self-doubt. He may not always feel that he is entirely in control of events and that circumstances have the better of him although this is relatively typical for most in the comparison group. Overall, like most people, Steve will probably come across as a reasonably confident and centred person.

Innovative

He is very much inclined to prefer to look at new ways around problems and seek innovative solutions. Steve is not the sort of person who likes to do things by the book and probably strenuously avoids preconceptions, liking to take an open-minded view. He is likely to be better able than most to deal with uncertainty or ambiguity probably thriving on situations that are unstructured and unfamiliar.

Collaborative

Steve appears to be a very independently minded person who is most reluctant to approach colleagues for advice and support. He perhaps sees drawing on the help of others as a sign of weakness or is less confident about revealing himself to others. In either case, he is likely to plough ahead on his own and will probably miss out on many opportunities to benefit from the support and experience of his working colleagues.



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Core Traits

Purposeful

Steve is likely to be fairly planful and someone who can usually maintain a sense of his priorities. Although there may be some occasions when keeping a clear focus becomes difficult due to change or unexpected events, in the main Steve will generally be able to focus on his core objectives. He probably has a reasonable sense of his overall direction and purpose, and is unlikely to be readily shifted from this.

Structured

Steve is likely to be fairly planful and someone who can usually maintain a sense of his priorities. Although there may be some occasions when keeping a clear focus becomes difficult due to change or unexpected events, in the main Steve will generally be able to focus on his core objectives. He probably has a reasonable sense of his overall direction and purpose, and is unlikely to be readily shifted from this.

Proactive

Steve is likely to be fairly planful and someone who can usually maintain a sense of his priorities. Although there may be some occasions when keeping a clear focus becomes difficult due to change or unexpected events, in the main Steve will generally be able to focus on his core objectives. He probably has a reasonable sense of his overall direction and purpose, and is unlikely to be readily shifted from this.



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Reflections

Strengths



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Reflections

Limitations