

# Psychological Capital Questionnaire (PCQ)



Psychological capital has been defined as follows:

An individual's positive psychological state of development . . . characterized by: having confidence (self efficacy) to take on and put in the necessary effort to succeed at challenging tasks; making a positive attribution (optimism) about succeeding now and in the future; persevering toward goals and, when necessary, redirecting paths to goals (hope) in order to succeed; and when beset by problems and adversity, sustaining and bouncing back and even beyond (resilience) to attain success (Luthans, Avolio, Avey, & Norman, 2007, p. 3).

The Psychological Capital Questionnaire measures wellbeing as a function of four emotions and dispositions: hope, efficacy, resilience, and optimism. Participants respond to 24 statements on a 6- point Likert scale based on the degree to which they agree with the statement. The PCQ is specifically designed for working adults, relevant to “multiple performance outcomes in the workplace, lower employee absenteeism, less employee cynicism and intentions to quit, and higher job satisfaction, commitment, and organizational citizenship behaviors” (PCQ). There is also a less widely used short version (PSQ-12) with 12 items (Kamei et al., 2018). The PSQ is available in a variety of languages and requires purchase for use.

## Pros for Schools

Provides overview of wellbeing  
Measures outcomes related to specific work benefits  
Available in multiple language

## Cons for Schools

Price depends on type of use and services: to reproduce paper copies, \$2 per person (minimum purchase 50)  
A research permission form qualifies applicant for free use.  
[Click here](#) for more payment options.

## Suggestions for Further Research

Kamei, H., Ferreira, M. C., Valentini, F., Peres, M. F. P., Kamei, P. T., & Damásio, B. F. (2018). [Psychological Capital Questionnaire - Short Version \(PCQ-12\): evidence of Validity of The Brazilian Version](#). *Psico-USF*, 23(2), 203–214. doi: 10.1590/1413-82712018230202

Luthans, F., Avolio, B., Avey, J., & Norman, S. (2007). Positive Psychological Capital: Measurement and relationship with performance and satisfaction. *Personnel Psychology* 60, 541–572. Accessed from University of Nebraska at Lincoln Leadership Institute Faculty Publications. <https://edtechbooks.org/-NbNN>

Mind Garden. (n.d.). Psychological Capital Questionnaire (PCQ) - Assessments, tests. <https://edtechbooks.org/-uMa>



This content is provided to you freely by BYU Open Textbook Network.

Access it online or download it at <https://open.byu.edu/wellbeing/PCQ>.