

# 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.

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**Pros for Schools**

**Cons for Schools**

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

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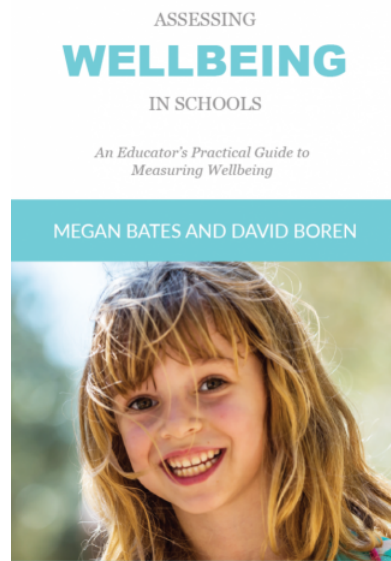
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## Suggestions for Further Research

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>

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Bates, M. & Boren, D. M. (2019). *Assessing Wellbeing in Schools*. EdTech Books.  
Retrieved from <https://edtechbooks.org/wellbeing>



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