**Proactive Personality Questionnaire**

Proactive personality is a personality construct which refers to individual differences in the tendency to change the environment to be in line with the needs and goals of the individual (Bateman & Crant, 1993). It can be assessed with the 10-item shortened version of Bateman and Crant’s (1993) 17-item Proactive Personality Scale (PPS). Responses are made on a scale ranging from 1 (strongly disagree) to 7 (strongly agree). Higher scores indicate a proactive orientation. Please indicate how often the statement describes you:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Strongly Disagree | Disagree | Moderately disagree | Neither Agree nor disagree | Moderately Agree | Agree | Strongly Agree |
| 1. | I am constantly on the lookout for new ways to improve my life | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 2. | Wherever I have been, I have been a powerful force for constructive change | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 3. | Nothing is more exciting than seeing my ideas turn into reality | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4. | If I see something I don’t like, I fix it | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 5. | No matter what the odds, if I believe in something, I will make it happen | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 6. | I love being a champion for my ideas, even against other’s opposition | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 7. | I excel at identifying opportunities | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8. | I am always looking for better ways to do things | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 9. | If I believe in an idea, no obstacle will prevent me from making it happen | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 10. | I can spot a good opportunity long before others can | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Notes: Your analysis and interpretation of this test in terms of your self-awareness.