

Score: 10/10 Points 100 %

1.

Award: 10 out of 10.00 points

## Self-Assessment 7.3: What Is My Level of PsyCap?

### Introduction

Having positive psychological capital (PsyCap) is related to fostering four key characteristics: hope, efficacy, resiliency, and optimism. By working to improve your PsyCap you may increase job satisfaction and personal well-being while reducing work-related stress and counterproductive behaviors.

**Instructions** Below are statements that describe how you may think about your job and career right now. If you aren't currently working, then answer these questions in terms of potential job interviews and your future career. Using the scale below, please indicate to what extent you agree with the following statements:



	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
* 1. I feel confident in representing myself in my job and career-related activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
* 2. I feel confident contributing to discussions about my abilities as an employee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
* 3. I feel confident in setting targets/goals related to my job and career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
* 4. If I should find myself in a jam at my job, I could think of many ways to get out of it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
* 5. There are lots of ways around any problem.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
* 6. I can think of many ways to reach my current job and career goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
* 7. When I have a setback in my job, I recover from it and move on.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
* 8. I can get through difficult times in my job and career because I have experienced difficulties before.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
* 9. I feel I can handle many things at a time during my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
* 10. When things are uncertain for me during my job, I usually expect the best.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
* 11. I am optimistic about what will happen to me in the future as it pertains to my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
* 12. I approach my job as if every cloud has a silver lining.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### Efficacy

Score : 18 pts.

15 - 18 pts.

**Feedback:** High level of PsyCap.

#### Resiliency

Score : 18 pts.

15 - 18 pts.

**Feedback:** High level of PsyCap.

**Hope**

Score : 18 pts.

15 - 18 pts.

**Feedback:** High level of PsyCap.

**Optimism**

Score : 15 pts.

15 - 18 pts.

**Feedback:** High level of PsyCap.

**Source:** Adapted from Luthans, Youssef, and Avolio, *Psychological Capital: Developing the Human Competitive Edge*, Oxford, UK: Oxford University Press, 2006.

### Self-Assessment 7.3: What Is My Level of PsyCap?

**Introduction**

Having positive psychological capital (PsyCap) is related to fostering four key characteristics: hope, efficacy, resilience, and optimism. By working to improve your PsyCap you may increase job satisfaction and personal well-being while reducing work-related stress and counterproductive behaviors.

**Instructions** Below are statements that describe how you may think about your job and career right now. If you aren't currently working, then answer these questions in terms of potential job interviews and your future career. Using the scale below, please indicate to what extent you agree with the following statements:

**This question accepts all answers.**

**Efficacy**

	Strongly Disagree   1 pts.	Disagree   2 pts.	Somewhat Disagree   3 pts.	Somewhat Agree   4 pts.	Agree   5 pts.	Strongly Agree   6 pts.
* 1. I feel confident in representing myself in my job and career-related activities. (1wt.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* 2. I feel confident contributing to discussions about my abilities as an employee. (1wt.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* 3. I feel confident in setting targets/goals related to my job and career. (1wt.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Resiliency**

1 pts.	3 pts.	4 pts.	pts.
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	Strongly Disagree   1 pt.	Disagree   2 pts.	Somewhat Disagree   3 pts.	Somewhat Agree   4 pts.	Agree   5 pts.	Strongly Agree   6 pts.
* 4. If I should find myself in a jam at my job, I could think of many ways to get out of it. (1wt.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* 5. There are lots of ways around any problem. (1wt.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* 6. I can think of many ways to reach my current job and career goals. (1wt.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Hope**

	Strongly Disagree   1 pt.	Disagree   2 pts.	Somewhat Disagree   3 pts.	Somewhat Agree   4 pts.	Agree   5 pts.	Strongly Agree   6 pts.
* 7. When I have a setback in my job, I recover from it and move on. (1wt.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* 8. I can get through difficult times in my job and career because I have experienced difficulties before. (1wt.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* 9. I feel I can handle many things at a time during my job. (1wt.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Optimism**

	Strongly Disagree   1 pt.	Disagree   2 pts.	Somewhat Disagree   3 pts.	Somewhat Agree   4 pts.	Agree   5 pts.	Strongly Agree   6 pts.
* 10. When things are uncertain for me during my job, I usually expect the best. (1wt.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* 11. I am optimistic about what will happen to me in the future as it pertains to my job. (1wt.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* 12. I approach my job as if every cloud has a silver lining. (1wt.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Feedback:  
Efficacy**

**3 - 8 pts.**

**FEEDBACK:**

Low level of PsyCap.

**9 - 14 pts.**

**FEEDBACK:**

Moderate level of PsyCap.

**15 - 18 pts.**

**FEEDBACK:**

High level of PsyCap.

**Resiliency**

**3 - 8 pts.**

**FEEDBACK:**

Low level of PsyCap.

	9 - 14 pts.	<b>FEEDBACK:</b> Moderate level of PsyCap.
	15 - 18 pts.	<b>FEEDBACK:</b> High level of PsyCap.
<b>Hope</b>		
	3 - 8 pts.	<b>FEEDBACK:</b> Low level of PsyCap.
	9 - 14 pts.	<b>FEEDBACK:</b> Moderate level of PsyCap.
	15 - 18 pts.	<b>FEEDBACK:</b> High level of PsyCap.
<b>Optimism</b>		
	3 - 8 pts.	<b>FEEDBACK:</b> Low level of PsyCap.
	9 - 14 pts.	<b>FEEDBACK:</b> Moderate level of PsyCap.
	15 - 18 pts.	<b>FEEDBACK:</b> High level of PsyCap.

**Source:** Adapted from Luthans, Youssef, and Avolio, *Psychological Capital: Developing the Human Competitive Edge*, Oxford, UK: Oxford University Press, 2006.