



PANAS QUESTIONNAIRE

The Positive and Negative Affect Schedule (PANAS) refers to the emotions or feelings that you might experience and display in terms of how these emotions influence you to act and make decisions. Positive affectivity refers to positive emotions and expressions such as joy, cheerfulness or contentment. Negative affectivity, on the other hand, refers to negative emotions and expressions such as anger, fear or sadness.

Instructions: This scale consists of words that describe different emotions. Find a time when you feel relatively neutral about life—neither unusually stressed out nor happier than normal. Respond to each emotion with 1–5 in the corresponding box on how you feel in general, not at this very moment.

1—Very Slightly or Not at All 2—A Little 3—Moderately 4—Quite a Bit 5—Extremely

Interested	
Distressed	
Excited	
Upset	
Strong	
Guilty	
Scared	
Hostile	
Enthusiastic	
Proud	

Irritable	
Alert	
Ashamed	
Inspired	
Nervous	
Determined	
Attentive	
Jittery	
Active	
Afraid	

TOTAL OF ALL
GRAY BOXES

TOTAL OF ALL
WHITE BOXES

Scoring: Add your gray boxes and white boxes separately.

Transfer the two numbers to the corresponding boxes on the next page to interpret your results.

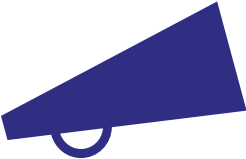





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Arthur has designed four profiles to help us understand the results of the PANAS Questionnaire. Based on your PANAS scores:

- If you tend to express a lot of positive affect but express little negative affect, you are a cheerleader. You have lots of good moods and not too many bad moods.
- If you tend to show high negative affect and low positive affect, you are a poet. Lots of bad moods, fewer good moods.
- If you are high on both, you are a mad scientist. You have lots of strong emotions, both good and bad.
- If you are low on both, you are a judge. You don't get lots of strong moods on either side. You're really steady.

None of these profiles are good or bad. They just illustrate your tendencies. In fact, no matter where you sit, there's a role in life for which you are ideally suited. Remember, we need poets and judges, not just cheerleaders and mad scientists.

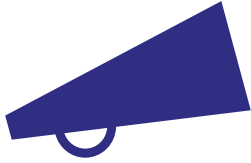
		TOTAL OF ALL WHITE BOXES <input type="text"/>	
		Lower Negative Affect 10–15	Higher Negative Affect 16–50
TOTAL OF ALL GRAY BOXES <input type="text"/>	Higher Positive Affect 31–50	 CHEERLEADER	 MAD SCIENTIST
	Lower Positive Affect 10–30	 JUDGE	 POET

MY PANAS PROFILE IS: _____



WHAT'S MY AFFECT?

Circle your affect profile from the PANAS Questionnaire.



CHEERLEADER



MAD SCIENTIST



JUDGE



POET

Does this accurately describe you, or does it seem inaccurate? Were you surprised?

What are the drawbacks of this profile for a leader?

What are the advantages?

How do you plan to wire your professional aspirations to your profile?

How do you plan to remediate the drawbacks through personal growth, building a team, and getting outside counsel?



CITATIONS & SOURCES

Pages 1 and 2: Copyright © 1988, American Psychological Association. Reproduced with permission. Watson, David, Lee Anna Clark, and Auke Tellegen. Development and validation of brief measures of positive and negative affect: The PANAS scales. *Journal of Personality and Social Psychology* 54, No. 6 (1988): 1063.