

## Frequently Asked Questions Regarding

# The Proactive Coping Inventory (PCI)

The purpose of this FAQ is to help answer some commonly asked questions about the Proactive Coping Inventory. The scale can be found at <http://www.psych.yorku.ca/greenglass/pcinven.php>. If you have further questions, please contact Dr. Esther Greenglass at [estherg@yorku.ca](mailto:estherg@yorku.ca)

### 1. How was the Proactive Coping Inventory developed?

The Proactive Coping Inventory was constructed to assess different dimensions of a proactive approach to coping and consists of seven subscales: proactive coping, preventive coping, reflective coping, strategic planning, instrumental support seeking, emotional support seeking and avoidance coping. The PCI was developed using data from a sample of 248 Canadian students and then tested with a 144 Polish Canadian adult sample.

### 2. What are the applications of the Proactive Coping Inventory?

The Proactive Coping Inventory is an inventory to assess skills in coping with distress, as well as those that promote greater well-being and greater satisfaction with life.

### 3. How is the Proactive Coping Inventory administered?

The Proactive Coping Inventory can be administered either by an interviewer or self-administered in approximately 15-20 minutes.

### 4. Has the Proactive Coping been translated in languages other than English?

The Proactive Coping Inventory has been translated into 12 languages: German, Dutch, Spanish, Polish, Turkish, Italian, Japanese, Portuguese, Hebrew, Russian, Czech and Arabic

### 5. In which populations has the Proactive Coping Inventory been used?

The Proactive Coping Inventory has been used in a variety of sample of respondents including Turkish Canadians, Polish Canadian adults, Polish university students, Canadian employed adults, rehabilitation hospital patients, Canadian university students, community residing seniors, German teachers, and Canadian nurses who worked in hospitals and clinics during the SARS crisis.

### 6. Do I need permission to use the Proactive Coping Inventory?

The PCI is in the public domain and the developers of the Proactive Coping Inventory encourage its use by others. You do not require permission to use and reproduce the Proactive Coping Inventory for academic research or educational purposes, provided that you appropriately reference it when you write-up your study.

## 7. What is the scoring procedure for the Proactive Coping Inventory?

In scoring responses, 1 is assigned to "not at all true", 2 to "barely true", 3 to "somewhat true" and 4 to "completely true". Please note that the following 3 items of the Proactive Coping subscale are reverse scored: "I try to let things work out on their own", "I often see myself failing so I don't get my hopes up too high", and "When I have a problem, I usually see myself in a no-win situation". That is, a score of 1 should be recoded to a score of 4, a score of 2 should be recoded to a score of 3, a score of 3 should be recoded to a score of 2, and a score of 4 should be recoded to a score of 1. Responses should be added to obtain a summed score for each of the 7 subscales. The range of scores for the seven subscales are as follows:

Subscale	Range of scores
Proactive Coping	14-56
Reflective Coping	11-44
Preventive Coping	10-40
Avoidance Coping	3-12
Instrumental Support Seeking	8-32
Emotional Support Seeking	5-20
Strategic Planning	4-16

## 8. Is it necessary to use all subscales or can I use only one subscale?

Depending on your research, you may decide to use all subscales or only one.

## 9. How should we manage missing values?

The number of missing values permitted varies with the number of items within each subscale. The method we generally adhere to is as follows:

Subscale	Number of missing items
Proactive Coping	2 items
Reflective Coping	1 item
Preventive Coping	1 item
Avoidance Coping	1 item
Instrumental Support Seeking	1 item
Emotional Support Seeking	1 item
Strategic Planning	1 item

If a respondent has more than the above missing values on a given subscale, a score for that subscale should not be computed. However, other methods for dealing with missing

data are available (e.g., case substitution, mean substitution, cold deck substitution, regression substitution, and multiple imputations). How you deal with missing data depends on your research goals.

### 10. How can I categorize persons as high or low proactive copers?

There are no cut-off scores, as we do not endorse the view that people should be categorized this way. However, one could establish groups based on the empirical distributions of a particular reference population. For example, one could create two groups by doing a median split. However, Cohen (1983) has said that breaking participants into two groups leads to the loss of 1/5 to 2/3 of the variance accounted for by the original variables. Therefore, median split should be used with caution.

Cohen, J. (1983) The cost of dichotomization. *Applied Psychological Measurement*, 7, 249-253.

### 11. What are the psychometric properties of the Proactive Coping Inventory?

The subscales of the Proactive Coping Inventory have high internal consistency (e.g., Cronbach alphas reported for the Canadian Student sample range from .71 to .85 for all 7 scales) and good item-total correlations and acceptable skewness as an indicator of symmetry around the mean. A principal component analysis has confirmed its factorial validity and homogeneity (Greenglass, Schwarzer, Jakubiec, Fiksenbaum, & Taubert, 1999). The PCI has good validity. Previous research has shown that scores on the proactive coping subscale are positively correlated with internal control and active coping, with self-efficacy in a sample of Polish-Canadian adults and Canadian students, with life satisfaction, professional efficacy and perceptions of fair treatment at work, and negatively correlated with self-blame, denial, and job burnout, and with depression, in a sample of elderly adults, in Polish-Canadian adults and Polish students. Reflective coping correlated moderately highly with internal control and active coping, thus highlighting the purposive accessing and deliberative processing of information for selecting, constructing and evaluating action. In addition, strategic planning and preventive coping were both highly correlated with internal control and moderately with active coping. A comprehensive evaluation of the validity of the Proactive Coping Inventory is available at:

<http://www.psych.yorku.ca/greenglass/pcipapers.php>

### 12. What do we do with "not applicable" questions?

We recommend that you treat these types of responses as missing values.

### 13. What do we do when a respondent has circled two response categories? Or when a respondent has marked in between two response categories?

We recommend that you treat these types of responses as missing values.

#### 14. Can I change the format of the Proactive Coping Inventory to suit my study?

Any change to the wording of the items would constitute a change to the measure. Therefore, no changes should be made to the scale.

#### 15. Can I omit some of the items from the various subscales?

No. Omission or alteration of items invalidates the psychometric qualities of the domain and the overall instrument.

#### 16. Where can I obtain more information about the scale and the research that has been conducted with it?

Relevant Publications: For additional publications using the PCI, see Esther Greenglass - Personal Website: <http://www.psych.yorku.ca/greenglass>

Greenglass, E. & Schwarzer, R. (1998). The Proactive Coping Inventory (PCI). In R. Schwarzer (Ed.), *Advances in health psychology research (CD-ROM)*. Berlin: Free University of Berlin. Institut for Arbeits, Organizations-und Gesundheitspsychologie. (ISBN 3-00-002776-9).

Greenglass, E. R., Schwarzer, R., & Taubert, S. (1999). *The Proactive Coping Inventory (PCI): A multidimensional research instrument*. [On-line publication]. <http://www.psych.yorku.ca/greenglass/>

Schwarzer, R., Greenglass, E., & Taubert, S. (1999). *Proaktives Coping Scale*. [http://www.fu-berlin.de/gesund/skalen/hauptteil\\_pci\\_-\\_deutsche\\_testv/hauptteil\\_pci\\_-\\_deutsche\\_testv.htm](http://www.fu-berlin.de/gesund/skalen/hauptteil_pci_-_deutsche_testv/hauptteil_pci_-_deutsche_testv.htm)

Greenglass, E. R. (2001) Proactive coping, work stress and burnout. *Stress News: The Journal of the International Stress Management Association* UK, 13, 5-8. <http://www.isma.org.uk/stressnw/proactive.htm>

Greenglass, E. (2002). Proactive coping. In E. Frydenberg (Ed.), *Beyond coping: Meeting goals, vision, and challenges*. London: Oxford University Press, (pp. 37-62) <http://www.psych.yorku.ca/greenglass/>

Pasikowski, T., Sek, H., Greenglass, E. R., & Taubert, S. (2002). The Proactive Coping Inventory-Polish Adaptation. *Polish Psychological Bulletin*, 33, 41-46.

Schwarzer, R., & Taubert, S. (2002). Tenacious goal pursuits and striving toward personal growth: Proactive coping. In E. Fydenberg (Ed.), *Beyond coping:*

*Meeting goals, visions and challenges* (pp. 19-35). London: Oxford University Press.

[http://userpage.fu-berlin.de/~health/materials/s\\_taubert\\_proactive.pdf](http://userpage.fu-berlin.de/~health/materials/s_taubert_proactive.pdf)

- Safdar, S., Daneshpour, M., Greenglass, E., Lewis, R., & Whitworth, T. (2002, Spring). Reaction of ethnic groups to the incidence of September 11, 2001: The role of social axioms and coping. *Canadian Psychological Association International and Cross-Cultural Psychology (ICCP) Section Newsletter*, p. 5.
- Greenglass, E. (2004). Feeling good: by chance or design? In K. K. Chon (Ed.), *Proceedings of the Second Asian Congress of Health Psychology*, Seoul, Korea, August 16-18, 2004. (pp. 80-91).
- Greenglass, E. R., Stokes, P., & Fiksenbaum, L. (2005). Engagement, work stress and well-being: Implications for psychological functioning. *Stress News: The Journal of the International Stress Management Association*. UK, January, 17, #1, 4-8.
- Greenglass, E. R., Marques, S., deRidder, M., & Behl, S. (2005) Positive Coping and Mastery in a Rehabilitation Setting. *International Journal of Rehabilitation Research*. Vol 28 (4).
- Uskul, A. K., & Greenglass, E. R. (2005). Psychological Well-Being in a Turkish-Canadian Sample. *Anxiety, Stress and Coping: An International Journal*, 18, 269-278.
- Greenglass, E. R. (2005). Proactive coping, resources and burnout: Implications for Occupational stress. In A.-S. G. Antoniou & C. Cooper (Eds.), *Research Companion to Organizational Health Psychology*, (pp. 503-515). London: Edward Elgar.
- Conference Presentations: (These presentations report data obtained with the PCI)**
- Greenglass, E., Schwarzer, R., Jakubiec, S.D., Fiksenbaum, L., & Taubert, S. *The Proactive Coping Inventory (PCI): A multidimensional research instrument*. Paper presented at the 20<sup>th</sup> International Conference of the STAR (Stress and Anxiety Research Society) Cracow, Poland, July 12-14, 1999.
- Greenglass, E. *Proactive coping and quality of life management*. Invited paper presented at the 21<sup>st</sup> International STAR (Stress and Anxiety Research Society) Conference, Bratislava, Slovakia, July 20-22, 2000.
- Uskul, A., & Greenglass, E. *Proactive coping and psychological well being among Turkish immigrants in Canada*. Paper presented at the 21<sup>st</sup> International STAR Conference, Bratislava, Slovakia, July 20-22, 2000.

- Tauber, S., Greenglass, E., Fiksenbaum & R. Schwarzer. *The Proactive Coping Inventory in different cultures*. Invited paper presented at the 21<sup>st</sup> International STAR (Stress and Anxiety Research Society) Conference, Bratislava, Slovakia, July 20-22, 2000.
- Pasikowski, T., Sek, H., Greenglass, E., Taubert, S. *The Proactive Coping Inventory: Polish Adaptation*. Poster presentation at the 14<sup>th</sup> Conference of the European Health Psychology Society, Leiden, The Netherlands, August 16-19, 2000.
- Greenglass, E. *Proactive coping, distress and burnout*. Paper presented at the 14<sup>th</sup> Conference of the European Health Psychology Society, Leiden, The Netherlands, August 16-19, 2000.
- Greenglass, E. R. *Proactive coping, work-related factors and burnout*. Paper presented at the 10<sup>th</sup> European Congress on Work and Organizational Psychology, Prague, May 16-19, 2001.
- Fiksenbaum, L., Eaton, J., & Greenglass, E. *Proactive coping, well-being and adjustment in the elderly*. Paper presented at the 22<sup>nd</sup> International STAR Conference, Palma de Mallorca, July 12-14, 2001.
- Toukmanian, S. G., McKee, S., & Gordon, K. *Stress and coping: Ten years after a natural disaster*. Paper presented at the 22<sup>nd</sup> International STAR Conference, Palma de Mallorca, July 12-14, 2001.
- Sek, H., & Pasikowski, T. *How different proactive coping strategies affect positive and negative health indicators*. Paper presented at the 22<sup>nd</sup> International STAR Conference, Palma de Mallorca, July 12-14, 2001.
- Greenglass, E. *Proactive coping and burnout at work*. Paper presented at the annual meeting of the American Psychological Association, San Francisco, August 24-28, 2001.
- Uskul, A., & Greenglass, E. R. *Proactive coping and psychological well-being in a Turkish immigrant group*. Poster presented at the 15<sup>th</sup> Conference of the European Health Psychology Society, St. Andrews, Scotland, September 5-8, 2001
- Sek, H., & Pasikowski, T. *The role of proactive coping in improving health*. Poster presented at the 15<sup>th</sup> Conference of the European Health Psychology Society, St. Andrews, Scotland, September 5-8, 2001.
- Noguchi, K. *Proactive coping and improved health outcomes in Japanese students*. Poster presented at the 15<sup>th</sup> Conference of the European Health Psychology Society, St. Andrews, Scotland, September 5-8, 2001.
- Greenglass, E. R. *Proactive coping and job burnout: Implications for health*. Paper

presented at the Fourth Dutch Conference on Psychology and Health, Kerkgrade, The Netherlands, May13-15, 2002.

- Safdar, S., Greenglass, E.R., Whitworth, T., Daneshpour, M., & Lewis, J.R. *Psychological impact of the recent terrorist attacks: The role of social axioms, coping, and cultural factors*. Poster presented at the Society of the Psychological Study of Social Issues (SPSSI), Toronto, Canada, June 28-30, 2002.
- Safdar, S., Greenglass, E.R., Daneshpour, M., & Lewis, J.R. *Coping and beliefs regarding the terrorist attacks against the U.S.A.* Paper presented at the XVI Congress of the International Association for Cross-Cultural Psychology (IACCP), Yogyakarta, Indonesia, July 15-19, 2002.
- Fiksenbaum, L., Greenglass, E. R., & Eaton, J. *Predictors of functional disability in older adults: The role of age, gender, physical health and coping*. Paper presented at the XXV International Congress of Applied Psychology, Singapore, July 7-12, 2002.
- Greenglass, E. R. *Proactive coping, stress and social support: Psychological implications*. Invited address given at the XXV International Congress of Applied Psychology (IAAP), Singapore, July 7-12, 2002
- Greenglass, E. R. *Proactive coping, anger and depression: Implications for well-being*. Paper presented in an Invited Symposium: Anger, Psychological Factors, and Health: New Developments, XXV International Congress of Applied Psychology, Singapore, July 7-12, 2002.
- Greenglass, E. R. *Positive Striving and Coping: Theoretical and Empirical Aspects*. Invited Keynote Address given at the 23rd International Conference of the Stress and Anxiety Research Society (STAR), Melbourne, Australia, July 14-17, 2002.
- Greenglass, E. R., Fiksenbaum, L. & Eaton, J. *Aging and functional ability: The role of coping and social support*. Paper presented at the 16<sup>th</sup> Conference of The European Health Psychology Society, "Health Through the Life Cycle: A Life Span Perspective", Lisbon, Portugal, October 2-5, 2002.
- Greenglass, E. R. *Proactive coping and burnout: Implications for the development of efficacy at work*. Paper presented at The Fifth Interdisciplinary Conference on Occupational Stress & Health, Toronto, March 20-22, 2003.
- Greenglass, E. R.. *Social resources and coping application of a theoretical model*. Paper presented at the 8<sup>th</sup> European Congress of Psychology, Vienna, July 6-11, 2003.
- Safdar, S., Lewis, R. J., Greenglass, E. R., & Daneshpour, M. *The Relationship Between Religious Affiliation, Social Beliefs and Coping*. Paper presented at the 8<sup>th</sup> European Congress of Psychology July 6-11, 2003, Vienna.

- Greenglass, E. R., Marques, S., de Ridder, M., Behl, S., & Horton, R. *Coping in rehabilitation patients: Does it help?* Paper presented the 24<sup>th</sup> STAR Conference, Lisbon, July 10-12, 2003.
- Greenglass, E. R., Marques, S., de Ridder, M., Behl, S., & Horton, R. *Proactive Coping, Social Support and Distress: An Active Process.* Paper presented the 24<sup>th</sup> STAR Conference, Lisbon, July 10-12, 2003.
- Greenglass, E. R., Marques, S., de Ridder, M., Behl, S., & Horton, R. *Coping in rehabilitation patients: Does it help?* Paper presented at the 24<sup>th</sup> STAR Conference, Lisbon, July 10-12, 2003.
- Greenglass, E. R., Marques, S., de Ridder, M., Behl, S., & Horton, R. *Proactive Coping, Social support and distress: An active process.* Paper presented the 24<sup>th</sup> STAR Conference, Lisbon, July 10-12, 2003.
- Greenglass, E. R., Marques, S., de Ridder, M., Behl, S., & Horton, R. *Coping, motivation to get on with life and rehabilitation outcomes.* Poster presented at the First Joint Conference of the Insurance Bureau of Canada (IBC) and Ontario's Workplace Safety and Insurance Board (WSIB), Toronto, September 18, 2003.
- Greenglass, E. R., Marques, S., de Ridder, M., Behl, S., & Horton, R. *Proactive Coping and Positive Affect: Implications for Rehabilitation Outcomes.* Paper presented at the European Health Psychology Society Conference, Kos, September 24 -27, 2003.
- Greenglass, E. R., Stokes, P., & Fiksenbaum, L. *Predictors of work engagement.* Paper presented at the Society for Industrial and Organizational Psychology (SIOP), Chicago, April 2-4, 2004.
- Greenglass, E., Marques, S., de Ridder, M., Behl, S. & Horton, R. *Coping in rehabilitation patients: Does it help?* Paper presented at St. John's Rehabilitation Hospital, June 28, 2004.
- Greenglass, E. *Coping, vigor and burnout: Implications for healthy functioning.* Paper presented at the annual meeting of the European Health Psychology Society (EHPS), Helsinki, Finland, June 21-24, 2004.
- Greenglass, E., Fiksenbaum, L., & Stokes, P. *Positive coping, vigor and work stress.* Paper presented at the annual meeting of STAR, Amsterdam, July 7-11, 2004.
- Greenglass, E. R. *Anger at work, fair treatment and coping: Empirical and theoretical implications.* Paper presented in an Invited Symposium, Coping with anger,



chaired by Dr. Volker Hodapp at the Meeting of the 28th International Congress of Psychology (ICP), Beijing, August 8-13, 2004.

Greenglass, E. R. *Coping and its outcomes: An anticipatory approach to stress management*. Paper presented in an invited symposium, New Perspectives on Stress and Coping Research, chaired by Dr. Erica Frydenberg at the Meeting of the 28th International Congress of Psychology (ICP), Beijing, August 8-13, 2004.

Greenglass, E. R. *Feeling good: by chance or design*. Invited keynote address delivered at the meeting of the Second Asian Congress of Health Psychology, Seoul, Korea, August 16-18, 2004.

*Prepared by E. Greenglass and L. Fiksenbaum  
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Toronto*