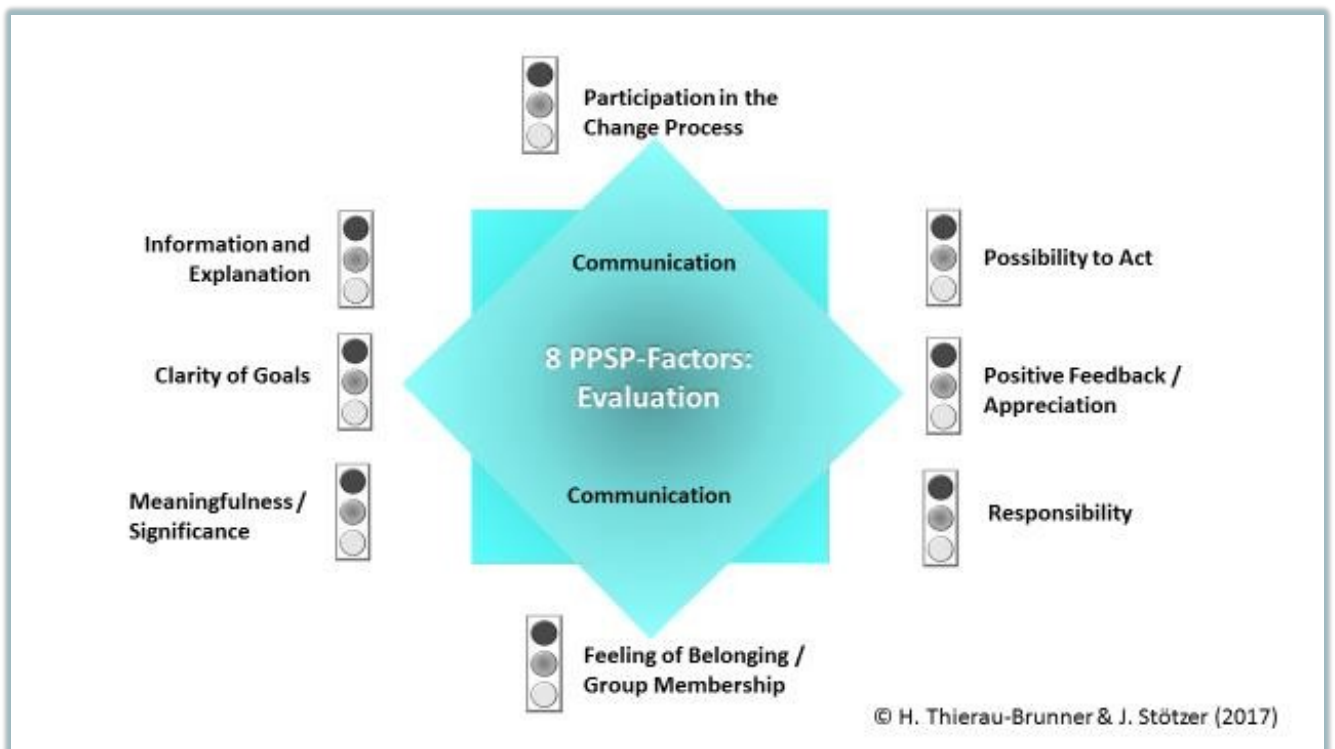


Excerpt from the PPSP®-Questionnaire
(Processcompass for **P**sycho-**S**ocial **P**rocesses in Change
Projects)*
for the International Project:









Start up - ways to self-employment







Overview: 8 PPSP-Factors:



Individual Evaluation Form:

<p>Factor 1: Participation in the Change Process</p>	<p>- Are all organisational / institutional levels equally represented in the project team and do they have an impact?</p>	
<p>Factor 2: Informationen and Explanation</p>	<p>- Are the timing, type and amount of provided information and explanation appropriate?</p> <p>- Are the people involved able to get a clear image of the project from the information provided?</p>	 
<p>Factor 3: Positive Feedback - Appreciation</p>	<p>- Have previously achieved goals been recognized and appreciated?</p>	
<p>Factor 4: Clarity of Goals</p>	<p>- Do well-defined goals exist to guide the people involved and can practical working steps be derived from them?</p> <p>- Is there clear and coherent / comprehensible communication about how to achieve the goals?</p>	 
<p>Factor 5: Responsibility</p>	<p>- Are resistance and conflicts within the process dealt with responsibly, i. e. are they dealt with fair and objectively?</p>	
<p>Factor 6: Meaningfulness-Significance</p>	<p>- Do the people involved show an intrinsic motivation to contribute positively to the project and do they act accordingly? (The opposite would be people having fears and expecting stress.)</p>	

<p>Factor 7: Feeling of Belonging – Group Membership</p>	<p>- Do the people involved feel an important part of the project, professionally and personally?</p>	
<p>Factor 8: Possibility to Act</p>	<p>- Have the people involved the necessary means to act (finances, facilities, time allocation, and expertise)?</p> <p>- Are the measures or tools developed by the people involved implemented / integrated into the project?</p> <p>- Do the people involved have a feeling of self-efficacy and the possibility to act?</p>	  

Individual Notes / Comments:

***Source:**

H. Thierau-Brunner & J. Stötzer (2016). Ein systemisches Werkzeug für das Projektmanagement: der PPSP (Prozesskompass für psycho-soziale Prozesse in Projekten). In: T. Stelzer-Rothe, H. Thierau-Brunner & J. Stötzer (2016). Projekte systemisch managen. Berlin: Berliner Wissenschaftsverlag.

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