Tool Information Page

Planning for Change Survey (PFC)

Basic Information

The PFC is a 4-item measure assessing the extent to which employees perceived that they had input regarding the change process.

Transferability of measure across settings: Mostly transferable (4 of 4 items transferrable)

Citing Literature

Development article: Wanberg CR, Banas JT. Predictors and outcomes of openness to changes in a reorganizing workplace. Journal of Applied Psychology. 2000;85(1):132-142. doi:10.1037/0021-9010.85.1.132.

Empirical use: Eby L, George K, Brown BL. Going tobacco-free: predictors of clinician reactions and outcomes of the NY State Office of Alcoholism and Substance Abuse Services tobacco-free regulation. Journal of Substance Abuse Treatment. 2013;44(3):280–287. doi:10.1016/j.jsat.2012.07.014

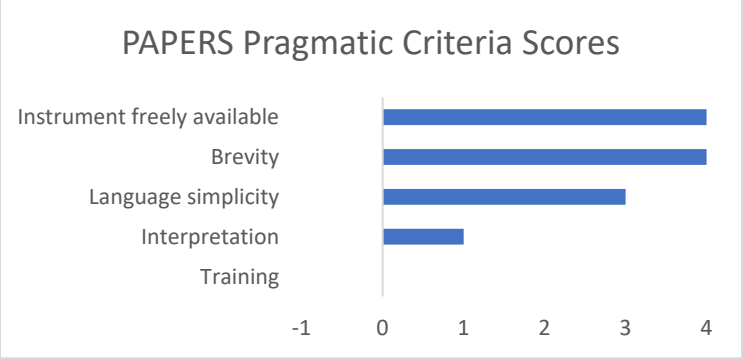
Policy Application in Reviewed Studies

Setting: Community
Topic: Tobacco
Country: United States

Constructs Measured

Implementation Outcomes: N/A
Implementation Determinants: Organizational culture and climate

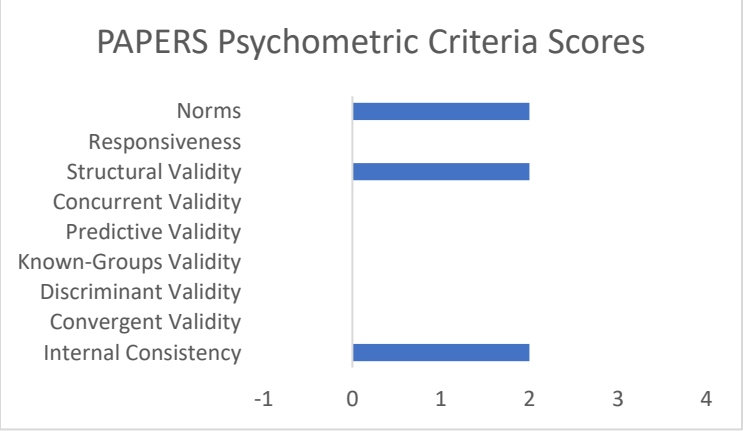
PAPERS Ratings



Overall PAPERS Pragmatic Score:

12

Note: Blank pragmatic constructs indicate inadequate reporting to assign a non-zero score.



Overall PAPERS Psychometric Score:

6

Note: Blank psychometric constructs were not reported in included studies.