

TRANSLATION AND CULTURAL ADAPTATION OF THE PSYCHOLOGICAL EMPOWERMENT INSTRUMENT FOR THE BRAZILIAN CONTEXT

TRADUÇÃO E ADAPTAÇÃO TRANSCULTURAL DO PSYCHOLOGICAL EMPOWERMENT INSTRUMENT PARA O CONTEXTO BRASILEIRO

TRADUCCIÓN Y ADAPTACIÓN CULTURAL DEL INSTRUMENTO DE EPODERAMIENTO PSICOLÓGICO AL CONTEXTO BRASILEÑO

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ABSTRACT

Psychological empowerment is related to a sense of motivation in the work environment. It is a process through which workers have their control increased, can express and satisfy their needs and are able to identify, analyze and propose solutions to problems related to their work. Studies have shown that when used in nursing work environments it provides positive results, such as increased job satisfaction, organizational commitment, and reduced burnout. The Psychological Empowerment Instrument (PEI) is an instrument that evaluates a multidimensional measure of empowerment in occupational context. This is a questionnaire consisting of 12 items, subdivided into 4 domains (meaning, competence, self-determination and impact) with a Likert-type measurement scale. **Objective:** to discuss the importance of applying the psychological empowerment in nursing environment, as well as to provide a Brazilian Portuguese version of PEI, translating and culturally adapting the instrument. **Methods:** methodological and cross-sectional study. The adaptation process was developed through internationally recommended steps – translation, synthesis, back-translation, evaluation by an expert committee and pre-test. **Results:** the content validity index was considered appropriate (0.95). The items were analyzed by members of the expert committee, and they suggested some changes in order to facilitate understanding by the population. It was also performed a pre-test with 31 subjects. **Conclusion:** the PEI has shown to be adequate for the Brazilian population. It is necessary for further studies to evaluate the psychometric properties of the instrument.

Keywords: Translation; Validation Studies; Questionnaires; Nursing; Power (Psychology).

RESUMO

*Empoderamento psicológico está relacionado a uma sensação de motivação referente ao ambiente de trabalho. É um processo pelo qual os trabalhadores ganham o controle, expressam e satisfazem suas necessidades e são capazes de identificar, analisar e propor soluções aos problemas relacionados ao trabalho. Estudos comprovam que quando utilizado nos ambientes de trabalho de enfermagem, proporcionam resultados positivos, como: o aumento da satisfação no trabalho, comprometimento organizacional e redução do Burnout. O Psychological Empowerment Instrument (PEI) é um instrumento que avalia uma medida multidimensional de empoderamento psicológico no contexto do trabalho. Trata-se de um questionário composto de 12 itens e subdividido em quatro domínios (significado, competência, autodeterminação e impacto) com uma escala de medida do tipo Likert. **Objetivo:** discutir a importância da aplicação do empoderamento psicológico no ambiente da enfermagem, bem como disponibilizar uma versão do PEI para a língua portuguesa do Brasil, traduzindo e adaptando culturalmente o instrumento. **Métodos:** estudo metodológico, de corte transversal. O processo de adaptação cultural desenvolveu-se por meio de etapas recomendadas internacionalmente – tradução, síntese, retrotradução, avaliação por comitê de especialistas e o pré-teste. **Resultados:** o índice de validade de conteúdo foi considerado adequado (0,95). Os itens foram analisados pelos membros do comitê de especialistas que sugeriram alterações com o objetivo de facilitar a compreensão pela população. Foi também realizado um pré-teste com 31 sujeitos. **Conclusão:** o PEI se mostrou adequado para a população brasileira. É necessário que outros estudos avaliem as propriedades psicométricas do instrumento.*

Palavras-chave: Tradução; Estudos de Validação; Questionários; Enfermagem; Poder (Psicologia).

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RESUMEN

El empoderamiento psicológico se relaciona con la motivación para ejercer las tareas en el ambiente laboral. Es un proceso mediante el cual los trabajadores adquieren control, expresan y satisfacen sus necesidades y son capaces de identificar y proponer soluciones a los problemas laborales. Los estudios demuestran que cuando se utiliza en el ambiente de enfermería, aporta resultados positivos, como mayor satisfacción en el trabajo, compromiso con la organización y disminución del desgaste. El Instrumento de Empoderamiento Psicológico (PEI) evalúa una medida multidimensional de empoderamiento en el contexto laboral. Se trata de un cuestionario que consta de 12 ítems subdividido en 4 dominios (significado, competencia, autodeterminación e impacto) con una escala de medición tipo Likert. **Objetivo:** discutir la importancia de la aplicación del empoderamiento psicológico en enfermería, así como proporcionar la versión del PEI al idioma portugués de Brasil, traducir y adaptar culturalmente dicho instrumento. **Métodos:** Estudio metodológico transversal. El proceso de adaptación cultural siguió las etapas recomendadas internacionalmente – traducción, síntesis, retrotraducción, evaluación por el comité de expertos y prueba previa. **Resultados:** El índice de validez de contenido fue considerado apropiado (0,95). Los ítems fueron analizados por los miembros del comité de expertos quienes sugirieron algunas alteraciones para facilitar su comprensión. También se realizó una prueba piloto con 31 sujetos. **Conclusión:** El PEI es adecuado para la población brasileña. Se precisan otros estudios para evaluar las propiedades psicométricas del instrumento.

Palabras clave: Traducción; Estudios de Validación; Cuestionarios; Enfermería; Poder (Psicología).

INTRODUCTION

“Empowerment” is a complex concept involving definitions from various fields of knowledge. This concept has its roots in the struggles for civil rights and the feminist movement in developed countries in the 20th century. In the 1970s, this definition was influenced by self-help movements, and in the 1980s by the fields of community psychology and management.^{1,2} Empowerment, from the English verb “to empower,” etymologically means giving someone more control or power over their own life or some situation.³

In recent years, empowerment has been considered a key to the success of many organizations adopting modern management in their work environment, especially in the service sector, such as in nursing.⁴ In this context, empowerment has been associated with professional development of nurses, good leadership and job satisfaction.^{5,6}

This approach can help nurses identifying the meaning of nursing work, increasing their confidence, and strengthening their impact on work. This type of association is important because good relationships between nurses and nursing managers can influence the overall attitude toward the organization.⁷ In addition, empowerment can contribute so that nursing professionals substitute the framework of passivity, demotivation and low mobilization for an active position, creating new spaces within the institution, showing results in the team-team, professional-team and team-community relationship.⁸

There are two empowerment perspectives in the work environment: structural empowerment and psychological empowerment. Structural empowerment occurs when people have access to information, support, resources and opportunities to learn and grow.⁹ Psychological empowerment is a process that occurs when the professional has a sense of motivation in relation to the work environment.¹⁰ Considered together, structural and psychological empowerment represent a powerful approach to workplaces, by attracting and retaining individuals in organizations, as well as improving job satisfaction and effectiveness.⁵

In order to implement this management strategy in an organization, it is necessary to start activities at the highest hierarchical level, defining the mission, vision and values of the institution; clearly specify tasks, roles and rewards for employees; delegate responsibility and keep people accountable for results¹¹. And, in order to bring about satisfactory results, some measures need to be adopted, such as: providing feedbacks on a regular basis, inhibiting individual initiatives, encouraging communication between team members and establishing the limits to be respected.¹

Some suggestions can be applied to the nursing team in order to facilitate and encourage the active participation of all members: freedom to fail, focus on potentialities; recognition by management and co-workers, opportunities for progress, with possibilities for medium and long-term growth; and elimination of non-productive jobs.¹¹ This approach allows greater influence of the employee in the organization’s decision-making.¹² Thus, empowered employees for decision-making should be remunerated for increased accountability and increased demands on performance.¹¹

Considering the importance of this theme for the nursing profession and for the improvement of organizational environments and the lack of instruments in Brazil to measure the empowerment of nurses in health institutions, we decided to carry out the translation and cultural adaptation of the Psychological Empowerment Instrument for the Brazilian Portuguese language.

This instrument has been used successfully in more than 50 different studies and contexts.¹³ In addition, it has shown valid and reliable psychometric properties in other surveys¹² and it is an instrument that presents relevant theoretical support, which can be used with nurses; it is easy to apply, to understand and to obtain the score, it has public domain and does not take much time to be answered.

It is expected that the availability of this instrument and the future implementation of psychological empowerment in different health institutions will contribute to the improvement of practice, retention and reduction of employee turnover and prevention of burnout. In addition, the implemen-

tation of psychological empowerment with the worker allows more motivation and satisfaction and consequent improvement in the quality of patient care.

This study aimed to provide a Brazilian version of the Psychological Empowerment Instrument through the translation and cultural adaptation of this instrument and to disclose the importance of this management tool.

MATERIAL AND METHODS

This is a methodological study that carried out the cultural adaptation of an instrument from the English language to the Brazilian Portuguese.

PSYCHOLOGICAL EMPOWERMENT INSTRUMENT (PEI)

The Psychological Empowerment Instrument was developed and validated by the University of Michigan.¹³ It is a structured questionnaire that has the purpose of obtaining a multidimensional measure of psychological empowerment in the occupational context. It is composed of 12 items and uses a seven-point Likert scale.

The original questionnaire used the empowerment of the Thomas and Velthouse model¹⁴ as a theoretical basis, which defines psychological empowerment as an intrinsic occupational motivation manifested by four domains that are reflected in the way each worker performs his or her work. Therefore, the PEI is subdivided into four domains: meaning, competence, self-determination and impact.

Meaning represents the work purpose. It involves a fit between the requirements of a work role and the employee's beliefs, values and behaviors.¹³

Competence is an individual's belief in his or her ability to perform activities with skill, according to the expectations of the company.¹³

Self-determination, as well as competence, is a mastery of behavior. Self-determination is an individual's sense of having choice in initiating and regulating activities. It reflects autonomy in the work process; examples are making decisions about work methods.¹³

Impact is the degree to which an individual can influence strategic, administrative or operating outcomes at work. Impact is influenced by the work context.¹³

CULTURAL ADAPTATION PROCEDURE

In this study, the methodological procedure of cultural adaptation of the PEI was carried out according to the recommendations of some scholars.¹⁵⁻¹⁸

In order to validate the instrument, we used the confirmatory factorial analysis, thus demonstrating that each item is appropriate to its domain and that the four domains contribute to a general construction of *psychological empowerment*.

The analysis of the results of the PEI can be performed in two ways: by the total score or the scores of each domain, and it is necessary to calculate the mean of the answers.

TRANSLATION INTO THE PORTUGUESE LANGUAGE

After the author's formal consent, the original version of the PEI was translated into the Brazilian Portuguese language by two bilingual translators whose native language is Brazilian Portuguese, in an independent manner.

One of the translators was informed about the concepts and objectives of the scale to be translated and the other carried out the translation without the knowledge of its objective, as recommended.¹⁹

At the end of this stage, two versions of the instrument were obtained in Portuguese language, being characterized as translation 1 (T1) and translation 2 (T2).

SYNTHESIS OF THE TRANSLATED VERSIONS

Translation 1 (T1) and translation 2 (T2) were analyzed and debated by the researchers and by three mediators (a professional translator and two nurses with experience in research involving cultural adaptation of measurement scales). In order to achieve consensus between items that were discrepant, a single version, called synthesis of the translations of PEI-Br, was obtained (T-1.2)

BACK-TRANSLATION

The synthesis of translations of PEI-Br (T-1.2) was submitted to back-translation. Back-translation takes place when the synthesis version is translated into English (the instrument's source language) and it was performed by two other bilingual translators who did not participate in the first stage of translation, whose native language was English. It should be noted that these translators were not informed about the concepts, purposes and objectives of the instrument.

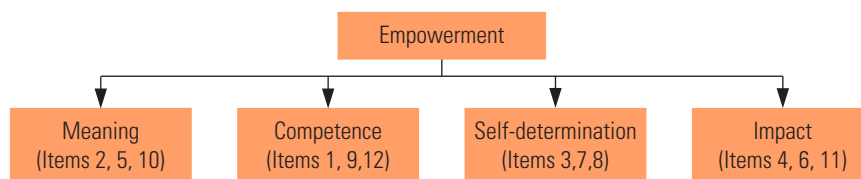


Figure 1 - Dimensions of the Instrument Psychological Empowerment.

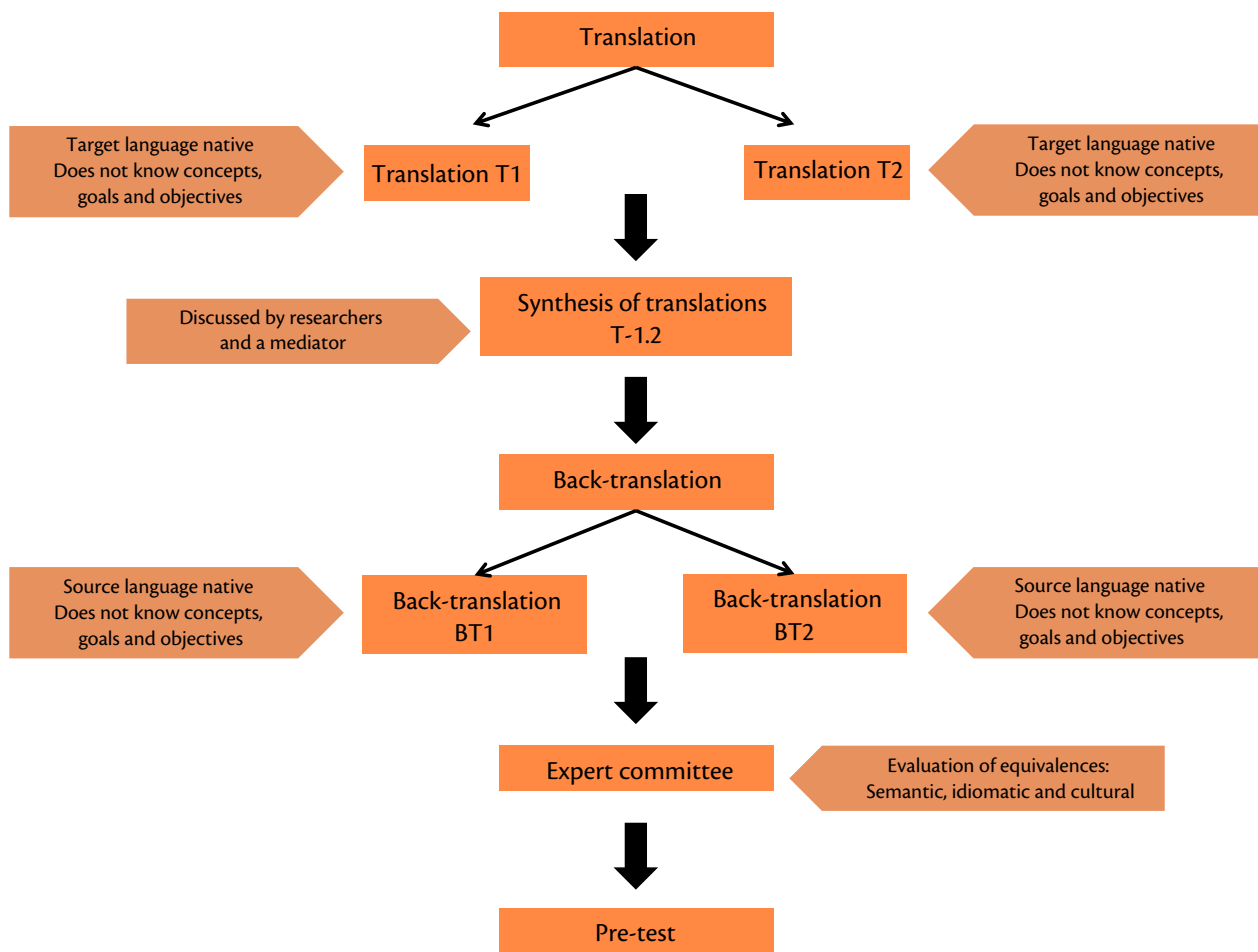


Figure 2 - Flowchart of the stages of the Cultural Adaptation process.

After this process, two versions were obtained, namely back-translation 1 (BT1) and back-translation 2 (BT2).

EVALUATION BY THE EXPERT COMMITTEE

The next phase of the cultural adaptation process consisted of the evaluation of the instrument by specialists.

The objective of this phase was to evaluate the semantic, idiomatic, conceptual and cultural equivalence of the PEI-Br by comparing and evaluating the initial translations (T1 and T2), the synthesis version (T-1.2) and the back-translations (BT1 and BT2) with the purpose of obtaining the final version for application of the pre-test.¹⁹

The judges committee convened to evaluate the semantic-linguistic, cultural and conceptual equivalences was composed of eight bilingual experts: four nurses with experience in research involving cultural adaptation of measurement instruments, two PhD nurses with experience in administration, one linguist with experience in translation and adaptation of questionnaires for Brazilian culture and

a Master in Business Administration lawyer with a focus on people management.

The members of the experts committee received an invitation letter with instructions on the instrument to be validated, as well as information regarding the equivalences. Subsequent to the acceptance, the specialists received an instrument built specifically for the analysis of PEI-Br equivalencies, containing: the original version, two versions translated into Portuguese, the synthesis version and back-translated versions. The instrument was completed individually and independently.

After the evaluation of the experts committee, the content validity was verified. For the evaluation of equivalences, the calculation of the Content Validity Index (CVI) was used, which measures the proportion or percentage of judges who are in agreement on the items and general aspects evaluated.²⁰

Items that obtained Content Validity Index calculation equal to or greater than 0.8 were considered appropriate. The one who scored lower than this value was altered based on the suggestions of the specialists.²¹

PRE-TEST

After the linguistic validation stage, a pre-test was conducted to evaluate the subjects' understanding of the items.

The sample consisted of the sequential inclusion of the participants, according to the inclusion and exclusion criteria, enrolled for the research in a predetermined period for the collection of data.

INCLUSION CRITERIA

This study was carried out by nurses who were attending disciplines as special students from a graduate program or attending a specialization in the nursing faculty of a state university in the interior of São Paulo.

EXCLUSION CRITERIA

Those who were in any type of leave or who missed classes during the period of data collection were excluded.

The pre-test was carried out in October and November of 2015. The data collection was performed by one of the researchers during the class period, individually and in a private environment.

In the first contact with the potential participant of the research, the objectives of the study were explained, the Informed Consent Form (ICF) was presented and information on personal and professional characterization was collected. Subsequently, the subjects answered the Brazilian version of the PEI instrument. The average time spent by each participant answering to the questionnaire was approximately seven minutes.

After answering each item of the instrument, the participants were interviewed individually by the researcher in order to investigate the perceived difficulties related to the understanding of each statement, as well as to detect terms that were difficult to understand.

ETHICAL ASPECTS

The project was approved by the Research Ethics Committee of the Faculty of Medical Sciences of the State University of Campinas (UNICAMP), under opinion no. 1,276,729. The authorization from the author of the PEI to carry out the translation and cultural adaptation for its use in Brazil was also obtained.

RESULTS

Thirty-one nurses with a mean age of 32.8 years and with personal and professional characteristics described in Table 1 participated in the pre-test.

In general, the analyzed items presented adequate CVI values, with 73.3% (11 items) achieving CVI = 1.00; 20.0% (three items)

Table 1 - General characteristics of the pre-test sample of the Psychological Empowerment Instrument adapted for Brazil [REV 121] [ML22]

Variable	Category	n	%
Gender	Female	30	96.7
	Male	1	3.3
Discipline/Course	Specialization	14	45.2
	Graduate program	17	54.8
Time since graduation	0 - 10 years	20	64.6
	11 - 20 years	9	29.0
	21 - 30 years	1	3.2
	> 30 years	1	3.2
Total		31	100.0

achieving CVI = 0.87; and 6.7% (one item) achieving CVI = 0.75. The overall content validity index of the instrument was 0.95.

Experts suggested changing the Likert-type translation from "I strongly disagree or I strongly agree" to "I disagree or partially agree" and from the word "department" to "sector", the term most commonly used to relate the work environment in Brazil.

There was doubt about item 5 in relation to the word "meaningful", and after contact with the author of the original instrument, we chose the term "*gratificante*" (gratifying).

Small modifications were suggested by the experts in other items in order to facilitate the understanding of the subjects. The suggestions were mainly related to the substitution of words by synonyms, anastrophe or grammatical order.

Some experts suggested changing the layout of the instrument by modifying the form of presentation, and the Likert-type scale was placed after each question. After this decision of the committee, the author of the original instrument was contacted and authorized the change.

During the pre-test there were two items that caused doubts in the subjects related to items 4 and 11, regarding the term "I have". They were replaced by "*Eu exerço*" (I exercise).

After the changes made by the expert committee and suggestions received during the pre-test, the final version of the PEI for Brazil was obtained.

DISCUSSION

Measuring instruments are easy to apply and require low investment in time and money compared to other methods. For this reason, these instruments have been used on a large scale and we have chosen to carry out the cultural translation and adaptation of the PEI since there is no other instrument in the Brazilian context to evaluate the level of psychological empowerment in a work environment.

Table 2 - Expert committee evaluation as for equivalence and content validity index

PEI	E1	E2	E3	E4	E5	E6	E7	E8	CVI
Title	4	3	4	4	4	3	4	4	1,00
Instructions	2	4	4	3	4	3	4	4	0,87
Likert scale	4	4	3	4	4	4	3	4	1,00
Item 1	3	4	4	4	4	3	4	4	1,00
Item 2	4	4	4	4	4	3	4	4	1,00
Item 3	3	4	4	3	4	3	4	4	1,00
Item 4	3	4	4	3	4	2	4	4	0,87
Item 5	2	2	3	3	4	3	4	4	0,75
Item 6	4	4	4	4	4	3	4	4	1,00
Item 7	4	4	4	3	4	3	4	4	1,00
Item 8	3	4	4	4	4	3	4	4	1,00
Item 9	4	4	4	4	4	3	4	4	1,00
Item 10	4	4	4	4	4	4	4	4	1,00
Item 11	4	4	4	4	4	3	4	4	1,00
Item 12	2	3	3	4	4	3	4	4	0,87

Legend: PEI – Psychological Empowerment Instrument. E – Expert. CVI – Content Validity Index.

Table 3 - Main changes suggested by experts and carried out after the pre-test

Item	Original version	Synthesis Version	Pre-test version	Final version
Title	Psychological Empowerment Instrument	Psychological Empowerment Instrument	Psychological Empowerment Instrument – Brazilian version	Psychological Empowerment Instrument – Brazilian version
General Instructions	Listed below are a number of self-orientations that people may have with regard to their work role. Using the following scale, please indicate the extent to which you agree or disagree that each one describes your self-orientation.	<i>Segue-se uma lista com afirmações que se pode ter em relação ao seu papel no trabalho. De acordo com a sua autopercepção, utilizando a escala a seguir, indique, por favor, o quanto você concorda ou discorda de cada uma delas.</i>	<i>Seguem-se algumas afirmações que podem estar relacionadas ao seu papel no trabalho. Utilizando a escala a seguir e de acordo com a sua autopercepção, por favor, indique o quanto você concorda ou discorda de cada uma dessas afirmações.</i>	<i>Seguem-se algumas afirmações que podem estar relacionadas ao seu papel no trabalho. Utilizando a escala a seguir e de acordo com a sua autopercepção, por favor, indique o quanto você concorda ou discorda de cada uma dessas afirmações.</i>
Likert scale	Strongly Disagree / Strongly Agree	Discordo bastante / Concordo bastante	Discordo parcialmente / Concordo parcialmente	Discordo parcialmente / Concordo parcialmente
4	My impact on what happens in my department is large.	<i>É relevante o impacto que tenho sobre o que acontece no meu setor.</i>	<i>O impacto que eu tenho sobre o que acontece no meu setor é relevante.</i>	<i>O impacto que eu exerço sobre o que acontece no meu setor é relevante.</i>
5	My job activities are personally meaningful to me.	<i>Minhas atividades de trabalho são particularmente gratificantes para mim.</i>	<i>Minhas atividades de trabalho são particularmente gratificantes para mim.</i>	<i>Minhas atividades de trabalho são particularmente gratificantes para mim.</i>
7	I can decide on my own how to go about doing my own work.	<i>Eu mesmo(a) posso decidir como proceder para fazer meu próprio trabalho.</i>	<i>Eu posso tomar as minhas próprias decisões de como fazer o meu trabalho.</i>	<i>Eu posso tomar as minhas próprias decisões de como fazer o meu trabalho.</i>
8	I have considerable opportunity for independence and freedom in how I do my job.	<i>Eu tenho considerável oportunidade para desenvolver meu trabalho com independência e liberdade.</i>	<i>Eu tenho considerável oportunidade para fazer meu trabalho com independência e liberdade.</i>	<i>Eu tenho considerável oportunidade para fazer meu trabalho com independência e liberdade.</i>
9	I have mastered the skills necessary for my job.	<i>Eu domino as habilidades necessárias ao meu trabalho.</i>	<i>Eu tenho domínio das habilidades necessárias ao meu trabalho.</i>	<i>Eu tenho domínio das habilidades necessárias ao meu trabalho.</i>
11	I have significant influence over what happens in my department.	<i>Eu tenho significativa influência sobre o que acontece em meu setor.</i>	<i>Eu tenho significativa influência sobre o que acontece em meu setor</i>	<i>Eu exerço significativa influência sobre o que acontece em meu setor</i>
12	I am self-assured about my capabilities to perform my work activities.	<i>Eu tenho confiança em minhas habilidades para executar minhas atividades de trabalho.</i>	<i>Eu estou seguro(a) quanto à minha capacidade para realizar minhas atividades de trabalho.</i>	<i>Eu estou seguro quanto à minha capacidade para realizar minhas atividades de trabalho.</i>

After the changes made by the expert committee and suggestions received during the pre-test, the final version of the PEI for Brazil was obtained.

Table 4 - Psychological Empowerment Instrument – Brazilian version

Here are some statements that may relate to your role at work. Using the scale below and according to your self-perception, please indicate how much you agree or disagree with each of these statements						
1. I am confident about my ability to do my work.						
A. I strongly disagree	B. I partially disagree	C. I disagree	D. I neither agree nor disagree	E. I agree	F. I partially agree	G. I totally agree
2. The work I do is important to me.						
A. I strongly disagree	B. I partially disagree	C. I disagree	D. I neither agree nor disagree	E. I agree	F. I partially agree	G. I totally agree
3. I have significant autonomy in deciding how I do my work.						
A. I strongly disagree	B. I partially disagree	C. I disagree	D. I neither agree nor disagree	E. I agree	F. I partially agree	G. I totally agree
4. The impact I have on what happens in my sector is relevant.						
A. I strongly disagree	B. I partially disagree	C. I disagree	D. I neither agree nor disagree	E. I agree	F. I partially agree	G. I totally agree
5. My work activities are particularly gratifying for me.						
A. I strongly disagree	B. I partially disagree	C. I disagree	D. I neither agree nor disagree	E. I agree	F. I partially agree	G. I totally agree
6. I have great control over what happens in my sector.						
A. I strongly disagree	B. I partially disagree	C. I disagree	D. I neither agree nor disagree	E. I agree	F. I partially agree	G. I totally agree
7. I can make my own decisions on how to do my work.						
A. I strongly disagree	B. I partially disagree	C. I disagree	D. I neither agree nor disagree	E. I agree	F. I partially agree	G. I totally agree
8. I have great opportunity to do my work with independence and freedom.						
A. I strongly disagree	B. I partially disagree	C. I disagree	D. I neither agree nor disagree	E. I agree	F. I partially agree	G. I totally agree
9. I have mastery of the skills needed for my work.						
A. I strongly disagree	B. I partially disagree	C. I disagree	D. I neither agree nor disagree	E. I agree	F. I partially agree	G. I totally agree
10. The work I do is significant to me.						
A. I strongly disagree	B. I partially disagree	C. I disagree	D. I neither agree nor disagree	E. I agree	F. I partially agree	G. I totally agree
11. I exert a significant influence on what happens in my sector.						
A. I strongly disagree	B. I partially disagree	C. I disagree	D. I neither agree nor disagree	E. I agree	F. I partially agree	G. I totally agree
12. I am confident about my ability to perform my work activities.						
A. I strongly disagree	B. I partially disagree	C. I disagree	D. I neither agree nor disagree	E. I agree	F. I partially agree	G. I totally agree

Psychological empowerment is multifaceted and manifested by four domains: meaning, competence, self-determination and impact. This instrument does not only assess the level of psychological empowerment, but also uses its domains to estimate the meaning of work for the person, the impact of the service performed by the collaborator on his or her work environment, the self-determination (initiative, autonomy) of the subject in carrying out the work and their competence, that is, their ability to perform an activity skillfully. However, this instrument does not assess the level of structural empowerment.

The application of the PEI may help managers since it is an important management tool to identify the level of psychological empowerment of their work environment, thus enabling them to use management strategies that enable them to provide quality patient care or improve the cost-benefit relationship of the company.

During the process of cultural adaptation of the PEI, the terms of the instrument that were difficult to understand were changed, having been analyzed by the researcher and the expert committee, who made adjustments that respected the particularities of the target population of the instrument. Such changes allowed the improvement in the understanding of some items.

Although these small changes have been made due to some differences of scenarios between Brazil and the United States of America, the process of cultural translation and adaptation of the PEI for use in Brazil was prosperous, carried out in a systematized way and followed all recommended phases.

There were no items deleted from the original questionnaire and the instrument presented satisfactory values of content validity. Thus, the expert committee concluded that the concepts of the instrument are pertinent to the culture.

The Brazilian version of the instrument presented satisfactory equivalence and is adequate for verification of psychometric properties. The Brazilian version of the PEI is in the process of evaluation of psychometric properties.

CONCLUSION

The present study discussed the importance of applying psychological empowerment in the nursing environment and provided a version of the PEI for the Brazilian scope, by culturally translating and adapting the instrument.

The instrument presented satisfactory equivalences: conceptual, semantic, cultural and idiomatic between the Brazilian and the original version. In this way, this tool proved to be relevant and ready to assess the level of psychological empowerment in a work environment.

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