

# Trait Online for Healthcare

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[www.astonassessments.com/healthcare](http://www.astonassessments.com/healthcare)



Aston Business Assessments

**Unlimited digital access  
to deep psychometric  
assessments for today's  
healthcare sector.**

# Updated for 2017.

Trait is used extensively throughout the world and it is this experience that has enabled our psychologists and developers to come together and evolve Trait into one of the most powerful predictors of work performance and effectiveness available today.

Building on the reputation of the academics behind the Trait Personality Inventory and the success of our psychometric assessments, the Trait platform has now been fully redeveloped and designed to meet the demands of today's health sector.

# Established in healthcare.

Trait has been utilised in the recruitment of health organisation staff and clinicians since 2012. Used in formal campaigns and key individual and senior appointments, Trait informs the assessment and decision-making processes of HR teams, interview panels and recruiting managers.

**“Our interview panel is formed of senior Managers and Medical Directors. Trait saves them time by highlighting the areas that will matter the most and suggesting relevant questions. For the respondent, it helps to ensure a good match with the team”**

*Trait Healthcare Client:  
NHS Hospitals Foundation Trust*

# Deeper insights.

Trait Online delivers multiple in-depth reports in response to just one personality questionnaire. Trait still draws on current research, first-hand scientific studies and the Big Five personality structure, but now assesses a wide range of characteristics alongside the 13 personality traits to produce greater insight for the employer, interviewer and manager. Used in both selection and development of staff, our reports identify potential, offer suggested interview questions, coaching guidance, and recommended development activities.

**“We use Trait as part of a formal assessment process. The reports prompt our Recruiting Managers with the most relevant questions and enhances their understanding of how a person matches our competency framework. It helps us to make a better-informed choice over candidates”**

*Lisa Parker, Learning and Organisational Development Business  
Partner, Basildon and Thurrock University Hospitals.*

## Full Range of Characteristics

**Social and Interpersonal Style:** team-working, social style, and interpersonal effectiveness

**Emotional Style:** Control, perception and expression of emotion at work, and ability to cope with pressure

**Motivation and Positivity:** Resilience and achievement drive to perform and succeed

**Organizing Style and Dependability:** Rule-following, planning, and commitment to delivery

**Creativity and Innovation:** Generating new ideas, problem analytical style, change readiness, and strategic thinking

As with all our products, our tests are intuitive and easy to use. The test takes just 10-15 minutes to complete, before generating clear, easy-to-read reports for effective implementation.

## 7 Comprehensive Online Psychometric Reports



### Trait Selection

Deep insights into strengths and performance potential



### Respondent Feedback Summary

A brief and accessible feedback report for respondents



### Trait Development

Focused insights into performance and development needs



### Trait Assessor Exploration Guide

A fully structured guide to exploring Trait profiles for development



### Competency Insights

Detailed exploration of the nine ABA competencies



### Trait Scan

A quick-read, short Trait profile report



### Trait Leadership Evaluation

High-impact and detailed report exploring the core competencies of leadership

Want to discover more about each of our reports? Request a product sheet for more detail, or visit our website: [www.astonassessments.com/healthcare](http://www.astonassessments.com/healthcare)

# Recruitment & selection.

Trait has been designed to provide deeper insights into the strengths and performance potential of healthcare professionals, to give guidance at interview and to minimise recruitment risk. Recruit with confidence using our tailored tests, assessment-driven interview questions, and evaluation tools.

# Development.

Our reports help people improve their work effectiveness and self-understanding by highlighting development and training insights. They also help new leaders develop their management capabilities, ultimately benefitting patients and service users.

Development reports provide deep insights into performance, revealing areas for improvement. By assessing motivations, optimism, dependability, social and emotional styles, this powerful tool identifies which areas require a development plan.

**“Trait provides insights about staff and potential recruits who I don’t necessarily know well, and accurately predicts their behaviour in situations at work”**

*Elvira Sayer, Senior HR Adviser (Workforce Utilisation & Medical Staffing), Papworth Hospital NHS Foundation Trust*

# Bespoke content.

Customization has always been popular with our clients and with Trait Online, this is even more straightforward. Reports and assessments can easily incorporate your competencies and terminology, whilst the onscreen assessments can be seamlessly connected to your systems and branded with your organisation colours and identity.

**Data sharing is now also possible with Trait Online. Set up your assessor teams and then grant secure access to all involved for faster decision making.**

-  No software to install
-  HTTPS secure system for peace-of-mind
-  Improved and simplified assessment interface
-  Easier for respondents to complete Trait, and assessors to set-up and manage assessments
-  Quick assessment setup
-  Option for reports emailed directly to you
-  Download multiple reports for each respondent quickly and easily to Excel or Statistics software in CSV format
-  Fully customisable report options including your company's branding, competencies and corporate language
-  Connectable to your corporate systems
-  Add your own branding and colours as a web-skin for respondents
-  Your logo on your reports as standard
-  Data-sharing: set up assessor teams to share data
-  Dedicated helpdesk email address

Want to give it a go? [Request an on-screen walk-through of Trait Online.](#)

# Easier, safer & more accessible.

Trait Online has been built around the user experience and designed to give you secure access to your assessment data from anywhere online, anytime. Ready to use, you'll find the system intuitive and easy to navigate from the moment you or your respondents log in, but if you do ever experience a problem you'll be able to contact our dedicated helpdesk for support.

Assessments are quick to set up. Simply choose the report and your preferred method of delivery (email or download) and the system does the rest.

Our licensing packages save significant administration time, allowing users to focus on gaining maximum impact and insight from the tools.

# Unlimited access subscription.

With Trait Online, we've moved to a subscription-based model in response to our clients' requests. This is a new and exciting concept for the psychometrics industry and offers users unlimited access to reports throughout the year, regardless of volume. You simply pay one fee upfront through whichever payment method suits you best.



## Blue

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Unlimited access to the Trait standard selection and development reports

- ⊙ Trait Selection
- ⊙ Trait Development



## Blue Plus

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Unlimited access to the Premium Trait toolkit (plus Blue level products), which includes:

- ⊙ Competency Insights
- ⊙ Trait Scan
- ⊙ Trait Respondent Feedback Summary
- ⊙ Trait Assessor Exploration Guide
- ⊙ Trait Leadership Evaluation

Trait's standard license for a subscribed client user starts from only £295 per month. Please contact us for further details and to discuss your requirements.

Ready to move into the digital age of psychometric testing? Contact us to subscribe and login. We can have you set up in minutes



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For more information visit:  
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