

# TRAIT ONLINE

## OVERVIEW

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The Aston Business Assessments (ABA) Trait Online system provides a complete suite of high-impact tools and reports to support effective workplace, educational and executive coaching.

Used in personal development planning for leaders, professionals, staff, and students, Trait is a quick, accurate and easy-to-use profiling tool that explores 13 dimensions of personality, and 9 competencies in depth for coaches to use in one-to-one development with clients.

**Competency Insights Report:** In-depth exploration and learning recommendations in nine competency areas including work-based development, and coaching areas to explore

**Assessor Exploration Guide:** Structured exploration of 13 personality dimensions critical for performance and effectiveness

**Trait Leadership Evaluation:** Development recommendations and coaching areas for key leadership competencies needed for managing the self, teams, and organizational change

**Trait Development Report:** High-impact development implications and solutions from profiling 13 dimensions of personality

Our fully updated, online reports draw on first-hand academic research and experiential studies in today's workplace, where we have identified the key competency dimensions for a variety of roles and sectors.

**UNLIMITED DIGITAL ACCESS  
TO DEEP PSYCHOMETRIC  
ASSESSMENTS FOR TODAY'S  
WORKPLACE**

## High impact tools for effective coaching

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### HOW IT WORKS

Designed by science for business, Trait Online provides insights into key areas of personality, behaviour and performance style:

- ✓ **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

Trait reports also give you important insights for working with your coaching clients:

**Deep insights into performance**

**Focus on the key areas for development**

**Guidance on how to change behavior when needed**

**Strengths to flex**

**Formal Training, Work-based Development and Coaching Recommendations**

**Questions to guide exploration**

## SCIENTIFICALLY PROVEN AND VALIDATED

Trait Online and its many reports is the result of extensive research and development led by Professor Stephen A. Woods, leading authority on personality and coaching effectiveness, and a renowned team of work psychologists at Aston Business Assessments.

As a result of extensive evaluations on people in the workplace and many professionals across industry, our research has demonstrated that Trait is reliably accurate in predicting performance and effectiveness.

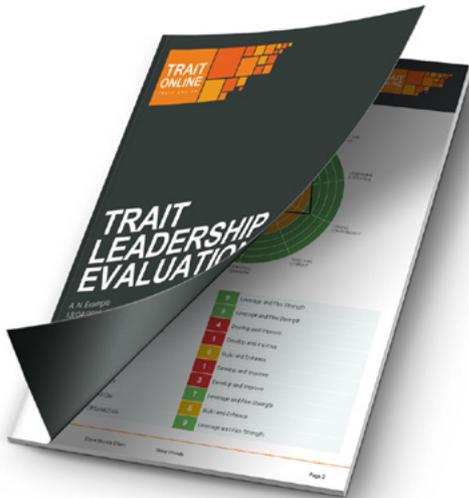
## REAL-WORLD RESULTS

In our scientific studies and real-world use of the tool, we have shown the value that Trait can bring to those coaching, appraising, recruiting and training. Case studies, testimonials and statistics can be provided on request.

## CONCISE, RELEVANT AND FAST

Both the test and reports are concise, succinct and relevant, clearly explaining the results with diagrams, graphs and scores to enable you to compare and understand results.

The online test takes just 10-15 minutes to complete, after which you can instantly download or email easy-to-read reports, which can be accessed at any time, from anywhere.



## IT'S EASY TO START

Trait Online is subscription based, to give you unlimited access to reports throughout the year. You simply choose your preferred subscription level and pay one fee upfront using your preferred payment method.

Ready to use and easy to navigate from day one, assessments and reports are customized to your requirements, and quick to set up, navigate and download.

**Sign up and be online in minutes at [www.traitonline.com](http://www.traitonline.com) or contact us today.**

## SEE OUR OTHER REPORTS

With ten comprehensive reports that draw on 13 key personality traits, the Big Five personality structure and crucial job competencies, each of our online psychometric products will give you the power to make confident decisions about who to employ and how to develop your workforce. Please ask for details of our other reports.