

SCID TRAIT SUMMARY

High Point	S	C	I	D
Value to a Team	Builds relationships	Focuses on details	Influences people	Takes Initiative
Major Strengths	Good skills; good team player or leader	Thoroughness, accuracy in analyzing all data	Enthusiasm; gets people motivated, involved	Strength of purpose; goal oriented, gets things done
Major Weaknesses	May sacrifice results for harmony; reluctant to initiate	Overly cautious; can be too thorough and lose sight of time	Impulsive; may not focus attention on details/facts	Can be insensitive to feelings of others; impatient
Motivated By	Relationships; appreciation	Being Right; quality	Recognition; approval, visibility	Results; challenge, action
Time Management	Focus: Present; Spends time in personal interaction sometimes to the detriment of the task	Focus: Past; Works more slowly to ensure security	Focus: Future; Tends to rush to the next exciting thing	Focus: Now; Efficient use of time... likes to get to the point
Communication	Two-way flow, a good listener	Good listener, especially in relation to tasks	Enthusiastic, stimulating, often one-way, can inspire others	One-way... not as good a listener, better at initiating communication
Emotional Response	Warm, friendly	Sensitive, careful	Highs and lows, excitable	Detached; independent
Decision Making	Relational; Makes decisions more slowly, due to input from others	Reluctant; thorough, Needs lots of evidence	Intuitive; Quick, lots of wins and loses	Impulsive; Always makes decisions with goal in mind
Behavior Under Tension	Acquiesces	Avoids	Attacks	Autocratic
Would Improve Effectiveness By	Initiation	Declaring	Pausing	Listening