

TAIS Inventory For Traders



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The Attentional and Interpersonal Styles Inventory (TAIS)

Overview

TAIS is a 144 item self-report questionnaire that measures twenty different concentration skills, personal and interpersonal attributes and is used around the world for the selection and training of high-level performers in sport, business, trading and the military. It measures specific concentration skills and personality characteristics that can be thought of as the building blocks upon which more complex human behaviours depend including effective decision-making, and the coordination of mental and physical processes in high-pressure situations.

TAIS results allow you to identify the specific environmental conditions likely to facilitate and/or interfere with an individual's ability to make effective decisions and perform at the upper limits of their physical and mental potential. TAIS results also allow you to identify the specific behaviours an individual needs to change to improve performance.

Scores on the TAIS attentional scales allow you to identify an individual's concentration strengths and relative weaknesses. Scores on TAIS personal and interpersonal scales allow you to anticipate the types of performance situations which are likely to interfere with a person's ability to control their level of emotional arousal. These two pieces of information, combined with an understand of the concentration skills and interpersonal characteristics required by any specific performance situation will allow you to anticipate how a person will perform under pressure, and help you determine the specific steps that will be most helpful in overcoming any identified problem.

What Does TAIS Measure?

Twenty different, performance relevant concentration skills and behavioural attributes which are extremely applicable to the trading environment, to trading team development and for traders in leadership roles.

These include:

External Awareness - measure of the individuals "street sense", ability to react quickly and instinctively to things going on around him/her, and sensitivity to the environment and to the non-verbal (emotional) messages people often send.

External Distractibility - measure of the individual's tendency to become distracted by task irrelevant things going on in the environment.

Analytical Skills - measure of the individual's ability to plan, to think strategically, to anticipate the consequences of various courses of action, and to problem solve.

Internal Distractibility - measure of the tendency for the person to become distracted by thoughts and/or feelings.

Focus and Attention to Detail - measure of the individuals tolerance for engaging in repetitive behaviour, and for attending to details.

Under inclusion - Measure of the tendency to either become too focused internally, or externally. Performance mistakes are made because the person fails to make needed shifts in their focus of attention.

Information Processing - Measure of the individual's need for, and enjoyment of change as well as an indication of their ability to cope with shifting priorities and a relative lack of structure.

Behaviour Control - Measure of the individual's flexibility and/or willingness to think outside of the box and bend the rules at times.

Control - Measure of the person's willingness to take the initiative and comfort in, and need for, a leadership role.

Self-Esteem - Measure of the individual's feelings of confidence and self-worth across a variety of performance settings.

Physical Competitiveness - Measure of the individual's enjoyment of competitive physical activity.

Speed of Decisions - Measure of the extent to which an individual is likely to "obsess" and/or overanalyse situations before making a decision.

Extroversion - Measure of the comfort and need an individual has for socializing and/or being actively involved with others.

Introversion - Measure of the individual's enjoyment of working alone, and need for, personal space and privacy.

Intellectual Expression - Measure of the individual's comfort with the expression of ideas, and with having thought processes challenged.

Negative Affect Expression - Measure of the willingness and comfort of the person when it comes to expressing feelings of anger and frustration and disappointment, to confront and challenge others.

Positive Affect Expression - Measure of the level of comfort the individual has along with his/her willingness to express positive feelings and support for others.

Depression - Measure of the individual's current level of depression and/or self-doubt.

Focus Over Time - Measure of the individual's willingness to make long term sacrifices in various areas of his/her life for the sake of accomplishing specific long term goals or objectives.

Performance Under Pressure - Measure of the individual's comfort in, and willingness to assume a leadership role in high pressure situations

TAIS and Trading

The relevance of the outputs of TAIS makes it a very useful instrument to utilise with traders as support for coaching or training purposes.

Three key uses include:

- Provides insights into a trader's concentration skills, distractibility, confidence, emotional control and decision making – their ability to be able to perform under pressure, to be disciplined and make effective decisions.
- Looking at a trader's TAIS profile can provide information that can be useful in helping them to develop an appropriate trading methodology for their unique strengths and weaknesses.
- TAIS is helpful for traders who are moving into management positions to help them to recognise their strengths and areas for development, and leadership attributes, and for assessing trading team dynamics.