## The SCIAM Personality Model

The SCIAM Personality Model was specifically designed for personnel selection purposes. It is meant to assess differences in the behaviors that are relevant to the successful performance of various job tasks across various job types. Its structure is as follows:

**The SCIAM Personality Model** *(trait level)*

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| | **Steadiness:** An individual's ability to remain calm, composed, and in control of their emotions. |
| | **Cooperativeness:** Refers to an individual's inclination to work well with others, work in group settings, and be considerate of others' needs and opinions. |
| | **Imaginativeness:** Reflects an individual's ability to think creatively and generate novel ideas. |
| | **Assertiveness:** Refers to an individual's ability to communicate confidently and effectively. |
| | **Methodicalness:** Reflects an individual's tendency to approach tasks and problems in an organized, systematic, and structured manner. |

*Table 1: Traits of the SCIAM Personality Model.*

## Traits and Facets Measured in the SCIAM Model

The SCIAM Model is composed of five main personality Traits: **S**teadiness, **C**ooperativeness, **I**maginativeness, **A**ssertiveness, and **M**ethodicalness. Each trait represents a different work-relevant aspect of an individual's personality, which may be relevant to their job performance. Four of the five traits are further divided into personality Facets, which provide a more nuanced assessment regarding specific aspects of a trait. The traits and their facets are described as follows:

> - *Steadiness:* A personality trait that reflects an individual's ability to remain calm, composed, and in control of their emotions. It reflects a sense of emotional resilience, even-temperedness, and adaptability in the face of stress or difficult situations.

High scorers of steadiness are typically able to maintain a positive and optimistic outlook even when facing challenging circumstances. They are known for their ability to regulate their emotions, manage stress effectively, and bounce back from setbacks or failures quickly.

Low scorers of steadiness may have trouble managing their emotions and may become easily overwhelmed, anxious, or reactive. They may struggle with regulating their emotions, managing stress, or adapting to change.

Steadiness is divided into two facets, see next page.

- Stress-Tolerance: Refers to an individual's ability to cope with stress and handle pressure in a constructive and effective manner. It reflects an individual's capacity to manage stress without experiencing significant negative effects on their physical or mental health.

High scorers of stress tolerance are typically able to remain calm and focused in high-pressure situations. They can handle stressors with a sense of resilience, adaptability, and composure without becoming overwhelmed or reactive.

Low scorers of stress tolerance may have trouble managing stress and may become overwhelmed, anxious, or reactive. They may struggle with decision-making or problem-solving under pressure and may find it challenging to balance competing demands.

- Self-Assurance: Refers to an individual's confidence in their own abilities, decisions, and judgments. It reflects a sense of self-belief and a positive self-image, allowing individuals to trust their own opinions and navigate various situations with assurance.

High scorers of self-assurance are typically resilient and adaptable in the face of challenges or setbacks. They have a strong belief in their capabilities and are more likely to persevere through obstacles. Their self-assured nature helps them handle criticism or rejection constructively, using feedback as an opportunity for growth rather than internalizing it negatively.

Low scorers of self-assurance may experience self-doubt and insecurity regarding their abilities and decisions. These individuals may be more hesitant to take on leadership roles or voice their opinions openly, often deferring to others' judgments and decisions.

- *Cooperativeness:* A personality trait that refers to an individual's inclination to work well with others, work in group settings, and be considerate of others' needs and opinions. It is a key aspect of social functioning and plays an important role in building positive relationships with others.

High scorers of cooperativeness tend to be empathetic and considerate of others' needs and feelings. They are often described as being warm, friendly, and approachable and tend to be skilled at managing conflict and resolving interpersonal issues. They are able to work well in teams and collaborate effectively with others, and are often effective at building and maintaining positive relationships.

On the other hand, low scorers of cooperativeness tend to be more competitive and self-focused and may be less considerate of others' needs and feelings. They may be less skilled at managing interpersonal conflict and may struggle to work effectively in group settings. Low scorers of cooperativeness may also be less attuned to the needs of others and may have difficulty building positive relationships with others.

- *Imaginativeness:* A personality trait that refers to an individual's ability to think creatively and generate novel ideas. It is often associated with creativity and originality and plays an important role in a variety of domains, including the arts, sciences, and business.

High scorers of imaginativeness in the workplace tend to be innovative and open-minded and may be able to generate new ideas and solutions to problems that others may overlook. They may be able to think outside the box and envision possibilities beyond what is immediately apparent, which can be particularly valuable in fast-paced, dynamic work environments.

Low scorers of imaginativeness in the workplace may struggle to generate new ideas or think creatively. They may be more focused on established ways of doing things and may have difficulty envisioning possibilities beyond what is immediately apparent. This may limit their ability to innovate and adapt to changing circumstances, which can be a disadvantage in rapidly evolving industries.

- Abstractness: Refers to an individual's preference for thinking in abstract or concrete terms. Individuals with high scores on abstractness tend to think in more theoretical and conceptual terms, focusing on big-picture ideas and overarching themes.

Individuals with high scores on abstractness may possess strong critical thinking skills, enabling them to analyze complex information and draw insightful conclusions. They may be skilled at identifying patterns and trends, making connections between seemingly unrelated ideas, and generating new and innovative solutions to problems.

Low scorers of abstractness may struggle with conceptual thinking, preferring instead to focus on tangible, concrete details. They may find it challenging to identify patterns or make connections between different pieces of information. In the workplace, they may be more comfortable in roles that require a high level of structure and routine, such as administrative or technical roles.

- Creativeness: Refers to an individual's ability to produce original and imaginative ideas, products, or solutions. It is often associated with innovation, artistic expression, and entrepreneurialism and plays an important role in a variety of work contexts.

High scorers of creativeness tend to be imaginative, innovative, and original in their thinking. They may have a passion for the arts, sciences, or business and may be drawn to activities that allow them to express their creativity. They are often described as being unconventional and may be comfortable taking risks or pursuing unconventional ideas or approaches.

Low scorers of creativeness in the workplace may struggle to think creatively or generate original ideas. They may be more focused on established ways of doing things and may have difficulty taking risks or pursuing unconventional approaches.

- *Assertiveness:* This is a personality trait that reflects an individual's ability to communicate their needs, opinions, and feelings confidently and effectively while also respecting the rights and boundaries of others.

High scorers of assertiveness are typically comfortable expressing their opinions and ideas, advocating for their needs and interests, and taking charge of situations when necessary. They are often perceived as confident, persuasive, and influential communicators and may excel in leadership roles or other positions that require effective communication and interpersonal skills.

Low scorers of assertiveness may struggle with expressing their opinions, asserting themselves in social situations, or advocating for their needs and interests. They may experience difficulty setting boundaries or standing up for themselves.

- Gregariousness: Refers to an individual's tendency to enjoy and seek out social interactions, to be outgoing, and to thrive in social settings. It reflects a preference for being around others, engaging in conversation, and establishing connections with different individuals.

High scorers of gregariousness are typically sociable, outgoing, and energized by social interactions. They enjoy being in the company of others, actively participate in group activities, and often take the initiative in engaging with people around them. They may possess strong communication skills and enjoy meeting new people, making friends, and expanding their social network.

Low scorers of gregariousness may prefer solitude or have a more introverted nature. They may find social interactions draining or overwhelming and may need time alone to recharge their energy. These individuals may be more selective in their social engagements and prefer smaller, intimate gatherings or one-on-one interactions.

- Leadership: Reflects an individual's ability to influence and guide others towards a shared goal or vision. It involves a combination of social, emotional, and cognitive skills that enable an individual to inspire and motivate others to achieve their potential and to work together effectively towards a common purpose.

High scorers of leadership are often characterized by a strong sense of self-confidence, initiative, and strategic thinking. They possess the ability to communicate their vision and goals effectively, inspire and motivate others, and create a sense of shared purpose and direction.

Low scorers of leadership may struggle with inspiring and guiding others towards a shared goal or vision. They may lack the confidence, strategic thinking, or interpersonal skills needed to build relationships, inspire trust, and communicate effectively with others. They may be more comfortable in roles that require routine or solitary work rather than leading a team or managing complex projects.

- Persuasion: Reflects an individual's ability to influence and convince others to change their attitudes, beliefs, or behaviors. It involves a combination of communication, interpersonal, and social skills that enable an individual to present compelling arguments, build relationships, and create a sense of trust and credibility with others.

High scorers of persuasion are often skilled at understanding the perspectives and needs of their audience and are adept at tailoring their messages to resonate with different individuals or groups. They possess strong communication skills, including the ability to articulate their ideas clearly and concisely and to deliver their messages with confidence and conviction.

Low scorers of persuasion may struggle with communicating their ideas effectively or building relationships with others. They may lack the confidence, communication skills, or social intuition needed to persuade others to adopt their ideas or behaviors. They may also struggle with adapting their messages to different audiences or responding to objections and challenges from others.

- *Methodicalness:* A trait that reflects an individual's tendency to approach tasks and problems in an organized, systematic, and structured manner. It involves a combination of cognitive, behavioral, and emotional skills that enable an individual to plan, organize, and execute tasks effectively and efficiently.

High scorers of methodicalness are often characterized by their attention to detail, their ability to plan and prioritize tasks effectively, and their proficiency in following established procedures and protocols.

Low scorers of methodicalness may struggle with managing their time and resources effectively or with executing tasks in a systematic and structured manner. They may be more inclined to take shortcuts or overlook details, which can result in errors or oversights.

- Orderliness: Reflects an individual's tendency to prioritize and maintain a sense of organization, tidiness, and cleanliness in their environment and activities. It involves a combination of cognitive, behavioral, and emotional skills that enable an individual to establish and maintain routines, systems, and structures that promote a sense of order and control.

High scorers of orderliness are often characterized by their attention to detail, their ability to plan and prioritize tasks effectively, and their proficiency in organizing their environment and possessions. They possess strong time management and decision-making skills, which enable them to establish clear priorities, minimize distractions, and maintain focus on their goals.

Low scorers of orderliness may struggle with establishing and maintaining routines, systems, and structures that promote a sense of organization and control. They may be more inclined to tolerate clutter, disorganization, or chaos in their environment, which can lead to inefficiency, distraction, or stress. They may also be more prone to impulsive or reactive behavior, which can interfere with their ability to achieve their goals or meet their obligations.

- **Focus:** A trait that reflects an individual's ability to concentrate and maintain attention on a specific task or goal despite distractions or interruptions. It involves a combination of cognitive, behavioral, and emotional skills that enable an individual to remain attentive, engaged, and persistent in the pursuit of their objectives.

High scorers of focus are often characterized by their ability to set clear goals, prioritize tasks effectively, and maintain a strong sense of purpose and motivation. They possess strong attentional control and working memory capacity, which enables them to filter out distractions and maintain a high level of concentration over an extended period of time.

Low scorers of focus may struggle with maintaining attention and staying on task, especially in the face of distractions or interruptions. They may be more prone to procrastination, mind-wandering, or impulsive behavior, which can interfere with their ability to achieve their goals or meet their obligations.