



The Attentional & Interpersonal Style (TAIS)

PAY ATTENTION TO ATTENTION!

What do the worlds best business executives have in common with elite athletes and the Navy Seals...the ability to pay attention, to avoid becoming distracted under pressure and the ability to remain focused on the task at hand.

Whether you are a business executive, police officer, sales person, manager, or computer programmer, you cannot perform effectively if you can't concentrate. Mistakes break deals, create problems, and impact lives.

THE INVENTORY

The Enhanced Performance System employs a performance-based instrument - The Attentional & Interpersonal Style (TAIS™) inventory - to gain crucial information useful over a wide range of applications including:

- Executive Coaching
- Team Building
- Sales Training
- Selection and Screening

TAIS is a 144-item, self-assessment inventory that can be answered via paper-and-pencil or directly on the computer. Over 25 years of applied research in business, sports, and the military provide direct evidence of the link between changes in physiology, as a function of increasing or decreasing arousal, and the ability to concentrate. Those changes have critical implications for performance, coaching, and skills training programs.

The TAIS inventory is designed to increase the ability to understand, predict, and control behavior of highly effective individuals. It is the only inventory of its kind in the world.

GIVE MORE THAN LIP SERVICE TO COACHING!

The Enhanced Performance System and the TAIS inventory were developed by one of the world's leading sport psychologists, Dr. Robert M. Nideffer, Ph.D., ABPP Diplomat in Clinical Psychology. Dr. Nideffer is highly regarded for his work in attention control training and his performance coaching techniques.

The TAIS inventory helps identify those performance situations where mistakes are likely to occur, their causes, and strategies for minimizing their effects or preventing them all together, thus enhancing actual job performance.

TAIS INVENTORY SCALES

CONCENTRATION SKILLS AND ERRORS

- **External Awareness** - Awareness of your surroundings, ability to pick up non-verbal cues from others.
- **Analytical/Conceptual** - The ability to integrate new information, solve problems.
- **Focused Concentration** - Follow through on tasks, attention to detail.
- **External Distractibility** - The tendency to get distracted by noise and activity.
- **Internal Distractibility** - The tendency to get overloaded by too much information.
- **Reduced Flexibility** - Tendency to become rigid, inflexible, and fail to see alternatives.

INTERPERSONAL SKILLS

- **Preference for Diversity** - enjoyment of handling multiple tasks.
- **Impulsivity** - How impulsive or conservative one tends to be.
- **Need For Control** - The need to take charge of situations or others.
- **Self-Esteem/Self-Confidence** - Belief in ones own abilities.
- **Physical Competitiveness** - The drive to dominate or win.
- **Speed of Decision Making** - Whether one makes quick decisions or tends to worry and ruminate about decisions.
- **Extroversion** - The need and enjoyment of being with others.
- **Introversion** - The need for personal/private space.
- **Expression of Ideas** - Willingness to share thoughts and ideas.
- **Expression of Anger and Criticism** - Willingness to give critical feedback, address issues.
- **Expression of Support** - Willingness to recognize and praise others.
- **Self-Critical** - Levels of perfectionism, how tough one is on him or herself.

TAIS has been used in hundreds of organizations, and has a variety of norm groups available including:

- * Corporate CEO's
- * Business Executives
- * Male Managers
- * Female Managers
- * Sales Managers
- * Sales People
- * Customer Service Reps.
- * CPA's
- * Bank Calling Officers
- * Bank Tellers
- * Bank Service Reps.
- * Nurses
- * Computer Programmers (new)
- * Computer Programmers (expert)
- * Police Applicants
- * Police Officers
- * College Students

The **TAIS Feedback Report** includes comprehensive narrative feedback based on the person's answers. The report includes details on one's strengths and softspots. The information can be immediately applied to improve performance.

**THE
ATTENTIONAL &
INTERPERSONAL
STYLE**

Confidential Report

**ENHANCED
PERFORMANCE
SYSTEMS**

