

Adverse Condition Team Selection (as at 12 Oct 2018)

Team member score guide

EMOTIONAL STABILITY			
Adjustment	+Free of anxiety +Positive leaning +Opportunistic	-Experience and generate negative stressors -Negative perceptions -Maladaptive coping choices	Negative – 1 Neutral – 2 Positive - 3
Self Esteem	+ Favourable opinion of self + Work hard to succeed + Confident + Positive towards others + Prefer Team work	- Doubt ability to succeed - Work to avoid Failure - Insecure - Critical - Blame others for mistakes - prefer working alone - project doubt onto others	Negative – 1 Neutral – 2 Positive - 3
EXTRAVERSION			
Dominance	+ Listening to others + Accepting opinion + Seeking improvement from others' ideas	- Headstrong - Controlling - Combative - Disregarding others opinion - Monopolising - Forceful	Negative – 1 Neutral – 2 Positive – 3
Affiliation	+ Sociable + Friendly + Interested in social interaction + Generally preferring social to being alone	- Withdrawn - Reserved - Aloof	Negative – 1 Neutral – 2 Positive - 3
Social Perceptiveness	+ Perceptive to social cues + Recognise what others expect in social situations + Decode verbal and non-verbal behaviours + Interpret relations between other team members + Anticipate requirements	- Inability to read social cues - Trouble understanding the group dynamic - Seeing but not recognising or anticipating group requirements or needs	Negative – 1 Neutral – 2 Positive – 3 Super Positive - 4
Expressivity	+ Interpersonally expressive and comms + Easy to read	- Reserved - Taciturn - Impassive - Hard to read	Negative – 1 Neutral – 2 Positive - 3

OPENNESS			
Flexibility	+ High tolerance of ambiguity + Tolerance of environmental change + Tolerance of interpersonal change	- Rigid - Stubborn	Negative – 1 Slight Negative – 2 Neutral – 3 Positive – 4 Super Positive - 5
AGREEABLENESS			
Trust	+ A trusting stance + A belief in the sincerity, benevolence, truthfulness of others + Assumes well-meaning in others + Assumes dependability in others	- Untrusting - Cynicism - Belief of lack of integrity in others as default - People are out to get them	Negative – 1 Neutral – 2 Positive - 3
Cooperation	+ Give others benefit of the doubt + Approaching others cooperatively + Prosocial (maximise outcome for others)	- Competitive - Doubt in others as default - Maximise outcome for self instead of others	Negative – 1 Neutral – 2 Positive - 3
CONSCIENTIOUSNESS			
Dependability	+ Tendency to planning + Discipline to carry out tasks to completion + Responsible + Organised + Reliable + Trustworthy	- Impulsive - Disordered - Irresponsible	Negative – 1 Neutral – 2 Positive – 3
Dutifulness	+ Tendency to value and adhere to obligations and duties within team + Tendency to do the right thing for others not only themselves + Adherence to ethical principles and moral obligations	- Seeking advantage for self - Lack of adherence to ethical principles - Disregard to moral obligations	Negative – 1 Neutral – 2 Positive – 3
Achievement	+ Ambitious + Take initiative in pursuing team goals + Tendency to shoulder others' load if overburdened + Prepared to step up to leadership when required	- Not concerned with achievement - Unmotivated - Not willing to take on leadership role for team goals - Tends to refuse to shoulder others' load	Negative – 1 Neutral – 2 Positive - 3