

# The Coach's Casebook:

## 12 Trait Personal Assessment

Trait	Underdone	1	2	3	4	5	Overdone
<b>Impostor Syndrome</b>	Everyone else seems to be incompetent compared to you but they can't see it						You feel a fraud; that everyone is better than you and you will be found out soon
<b>People Pleasing</b>	You tell it like it is. Don't take other people's feelings into account. "Take me or leave me – that's who I am"						You put other people's interests first to your detriment. Worry excessively about what others think of you. Say yes to requests when you want to say no
<b>Going to Excess</b>	Nothing really motivates you. You struggle to keep up hobbies or new habits, not really giving anything your all						You live life at 100 miles an hour. Everything you do, you do to extremes. You find yourself getting really "into" things
<b>Fierce Independence</b>	You don't like doing things on your own. You like rules and structures and are happy for others to make decisions						You don't like being told what to do. You tend not to consult others when making decisions. It's your way or the highway!
<b>Cynicism</b>	Overly trusting and optimistic believing everything will be ok. Lack of critical evaluation of people or circumstances						See the negatives in everything and expect the worst outcome. Jaded by negative experiences of life. Mistrusting and suspicious
<b>Driven By Fear</b>	You rush head first into things, not stopping to assess the risks, sometimes just ignoring them						You worry excessively about what might go wrong and all the reasons not to do something rather than the possible benefits
<b>Ostrich Syndrome</b>	You tend to read too much into people's comments and are overly harsh in your perception of others opinion of you						You tend to ignore people's feedback or patterns of behaviour. You may know or sense something isn't right but ignore the signs. Ignore it and it will go away
<b>Perfectionism</b>	Low expectations of yourself and sometimes others. Struggle to see things through, keen to move on quickly and may accept work with little attention to detail						You expect unattainably high standards. Destined to feel dissatisfied by never meeting the exacting standards you set yourself
<b>Procrastination</b>	Always do everything on time or early. Make rash decisions sometimes or knee-jerk responses just to get things done (which does not always mean done well)						Leave things to the last minute (or never do them at all) and find displacement activities to avoid getting things done. Walk away rather than confront things
<b>Performance Anxiety</b>	So laid back about performances that you sometimes don't prepare or practice						Struggle to control your heartbeat and breathing before and during presentations or performances. The thought of performing terrifies you beyond belief
<b>Searching For Fulfilment</b>	No desire to be a part of anything bigger. Don't believe in such a thing as "purpose"						Constantly feel there is "something bigger and better" out there you SHOULD be doing
<b>Coping With Loss</b>	The ending of relationships has no effect on you. Happy to see the end of jobs, projects						The ending of a relationship or piece of work has a near-devastating effect on you

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Read through each of the trait descriptions and score each one from 1-5

1 = Very underdone, 2 = Slightly underdone, 3 = In balance, 4 = Slightly overdone, 5 = Very overdone

*Your answers should be intuitive – do not overthink your response*

**Underdone traits:**

**Overdone traits:**

**Traits in balance:**

What is the impact of the overdone traits in your life?

What is the impact of the underdone traits in your life?

What are the implications for you of the combinations of overdone traits?