

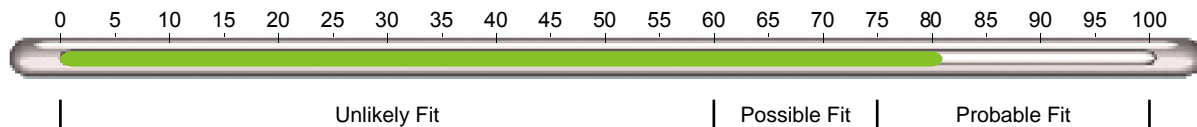
Harrison Assessments Suitability

This section includes work preferences and tendencies that you have selected for this job. The score to the right of each factor shows the applicant's score as calculated for each trait.

The green or red ball in each graph indicates the degree of positive (green) or negative (red) impact that the trait is predicted to have on job performance. The ball is always inside a bar graph, which indicates the potential range of impact that the trait can have on performance. Note that the bar graph can have a different length for each factor. The lengths and positions of the bars are determined by the weightings you have given to each trait in the Job Success Formula setup.

The questionnaire includes a technological 'consistency detector' that indicates the reliability of results by analysing the consistency of the answers on the questionnaire. ID: 763792's consistency score is 49 which indicates that ID: 763792 is 89.8% consistent in answering the questionnaire. This indicates a high likelihood that ID: 763792 was truthful, accurately self-aware, and able to concentrate on the questionnaire.

Overall Percentage of Suitability Fit = 81%



Essential traits (in order of importance)

Essential traits are traits in which higher scores generally relate better performance.

Negative Impact ←

→ Positive Impact

	ID: 763792's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
<p>Takes Initiative: The tendency to perceive what is necessary to be accomplished and to proceed on one's own Narrative: ID: 763792 often tends to take initiative. This initiative will help her to achieve objectives. It is important that the employer provides opportunities for initiative and guidelines regarding what type of initiative can be taken. This will channel ID: 763792's initiative in an appropriate direction. ID: 763792's degree of initiative is sufficient for this job.</p>	7.6											
<p>Analytical: The tendency to logically examine facts and situations (not necessarily analytical ability) Narrative: ID: 763792 often analyses problems and decisions and usually enjoys it. ID: 763792's degree of enjoyment of analysing problems is sufficient for this job.</p>	6.9											
<p>Authoritative: The desire for decision-making authority and the willingness to accept decision-making responsibility Narrative: ID: 763792 has a very strong desire to have decision-making authority and is extremely willing to accept responsibility. ID: 763792's degree of enjoyment of having decision-making authority will probably have a somewhat positive impact on job satisfaction and/or performance.</p>	9.5											
<p>Analyses Pitfalls: The tendency to scrutinize potential difficulties related to a plan or strategy Narrative: ID: 763792 has a natural tendency to analyse the potential difficulties of plans and strategies. Therefore, ID: 763792 is likely to be mindful when it comes to making strategic decisions. ID: 763792's degree of enjoyment of analysing potential difficulties will probably have a slightly positive impact on job satisfaction and/or performance.</p>	8.2											

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Essential traits (in order of importance)

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Negative Impact



Positive Impact


	ID: 763792's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
<p>Enthusiastic:</p> <p>The tendency to be eager and excited toward one's own goals</p> <p>Narrative: ID: 763792 tends to be highly enthusiastic about her goals. If ID: 763792's goals are in alignment with the organization's objectives, she will probably have a very strong drive to achieve those objectives. ID: 763792's degree of enthusiasm for her goals will probably have a somewhat positive impact on job satisfaction and/or performance.</p>	9.5											
<p>Persistent:</p> <p>The tendency to be tenacious despite encountering significant obstacles</p> <p>Narrative: ID: 763792 is extremely determined and perseveres with a task despite many obstacles. ID: 763792's degree of enjoyment of persistence will probably have a somewhat positive impact on job satisfaction and/or performance.</p>	9.9											
<p>Planning:</p> <p>The tendency to formulate ideas related to the steps and process of accomplishing an objective</p> <p>Narrative: ID: 763792 enjoys planning and probably tends to do it reasonably often. ID: 763792's degree of enjoyment of planning is sufficient for this job.</p>	7.2											
<p>Precise:</p> <p>The enjoyment of work that requires being exact and the tendency to be detail oriented</p> <p>Narrative: ID: 763792 dislikes having to do precision tasks. She strongly prefers not to do work that requires a significant amount of time to be spent on precision tasks and may lack attention to detail. ID: 763792's degree of enjoyment of precision tasks will probably have a somewhat negative impact on job satisfaction and/or performance.</p>	2.8											
<p>Finance / business:</p> <p>The interest in commerce or fiscal management</p> <p>Narrative: ID: 763792 is very interested in business or finance. ID: 763792's level of interest in business or finance will probably have a slightly positive impact on job satisfaction and/or performance.</p>	9.0											
<p>Numerical:</p> <p>The enjoyment of counting, calculating, or analysing quantities using mathematics</p> <p>Narrative: ID: 763792 moderately enjoys working with numbers. ID: 763792's degree of enjoyment of working with numbers will probably have a slightly negative impact on job satisfaction and/or performance.</p>	5.7											
<p>Organized:</p> <p>The tendency to place and maintain order in an environment or situation</p> <p>Narrative: ID: 763792 tends to be quite well organized. ID: 763792's degree of being organized is sufficient for this job.</p>	7.7											

Harrison Assessments Suitability

Essential traits (in order of importance)

Essential traits are traits in which higher scores generally relate better performance.

Negative Impact 

Positive Impact 

ID: 763792's
Score

Very strong

Strong

Substantial

Moderate

Slight

no impact

Slight

Moderate

Substantial

Strong

Very strong

Pressure Tolerance:

The level of comfort related to working under deadlines and busy schedules


Narrative: ID: 763792 is very likely to work well under the pressure of deadlines and tight schedules. ID: 763792's degree of tolerance of pressure will probably have a slightly positive impact on job satisfaction and/or performance.

8.6



Desirable traits (in order of importance)

Desirable traits are traits in which low scores can hinder performance. However, high scorers do not necessarily perform better than moderate scorers.

Negative Impact 

ID: 763792's
Score

Very strong

Strong

Substantial

Moderate

Slight

no impact

Collaborative:

The tendency to collaborate with others when making decisions

Narrative: ID: 763792 enjoys collaboration and is probably quite willing to collaborate with others with regard to making important decisions. ID: 763792's degree of enjoyment of collaborating is sufficient for this job.

8.2



Enlists Cooperation:

The tendency to invite others to participate in or join an effort

Narrative: ID: 763792 usually prefers NOT to have to enlist the co-operating of others. ID: 763792's degree of enjoyment related to enlisting the co-operation of others will probably have a slightly negative impact on job satisfaction and/or performance.

3.7



Optimistic:

The tendency to believe the future will be positive

Narrative: ID: 763792 tends to be extremely optimistic and cheerful. ID: 763792's positive attitude will be very beneficial when dealing with staff and co-workers. ID: 763792's degree of optimism is sufficient for this job.

9.8



Self-acceptance:

The tendency to like oneself ("I'm O.K. the way I am")

Narrative: ID: 763792 is only moderately self-accepting. ID: 763792's degree of self-acceptance is sufficient for this job.

4.9



Self-improvement:

The tendency to attempt to develop or better oneself

Narrative: ID: 763792 has only a moderate interest in self-improvement. ID: 763792's degree of interest in self-improvement is sufficient for this job.

5.1











Harrison Assessments Suitability

Desirable traits (in order of importance)

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Negative Impact 









	ID: 763792's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Wants Challenge: The willingness to attempt difficult tasks or goals Narrative: ID: 763792 is highly motivated by difficult tasks or projects and has a strong need for challenging work. ID: 763792 will probably only remain with an employer who is able to offer challenging work. Her strong drive for achievement will probably be a good example for others. ID: 763792's degree of drive to achieve challenging objectives is sufficient for this job.</p>	9.9						
<p>Wants To Lead: The desire to be in a position to direct or guide others Narrative: ID: 763792 generally likes being in a leadership position. She usually doesn't mind taking charge. ID: 763792's degree of willingness to be in a leadership position is sufficient for this job.</p>	7.2						
<p>Clerical: The enjoyment of tasks such as typing or filing or organizing information Narrative: ID: 763792 only moderately enjoys clerical work. ID: 763792's degree of enjoyment of clerical work is sufficient for this job.</p>	4.5						
<p>Influencing: The tendency to try to persuade others Narrative: ID: 763792 frequently engages in persuading and influencing others. Assuming she has the right balance of other interpersonal traits, ID: 763792 is likely to be skilful in expressing her ideas to staff, co-workers, and/or clients. ID: 763792's degree of enjoyment of influencing is sufficient for this job.</p>	8.7						
<p>Systematic: The enjoyment of tasks that require carefully or methodically thinking through steps. Narrative: ID: 763792 only moderately enjoys work that requires being systematic and tends to be only moderately systematic. ID: 763792's degree of being systematic is sufficient for this job.</p>	5.4						
<p>Diplomatic: The tendency to state things in a tactful manner Narrative: ID: 763792 is quite capable of being tactful and usually tends to state things in a diplomatic manner. ID: 763792's degree of diplomacy is sufficient for this job.</p>	7.7						
<p>Effective Enforcing: The tendency to skilfully correct others when they are violating rules or performing poorly Narrative: ID: 763792's interpersonal preferences and tendencies indicate she is very likely to skilfully enforce rules. ID: 763792's degree of willingness to enforce rules is sufficient for this job.</p>	8.8						
<p>Certain: The tendency to feel confident in one's opinions Narrative: ID: 763792 is fairly certain of her opinions. ID: 763792's degree of certainty about her opinions is sufficient.</p>	6.7						

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Desirable traits (in order of importance)

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Negative Impact 


	ID: 763792's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Computers: The enjoyment of working with electronic machines that calculate, store, or analyse information Narrative: ID: 763792 enjoys working with computers. ID: 763792's degree of enjoyment of working with computers is sufficient for this job.</p>	7.5						
<p>Handles Conflict: The tendency to skilfully face discord or strife, and the interpersonal skills necessary to deal with it effectively Narrative: ID: 763792's preferences indicate that she is probably very effective at handling conflict. ID: 763792's level of ability to deal with conflict is sufficient for this job.</p>	8.9						
<p>Helpful: The tendency to respond to others' needs and assist or support others to achieve their goals Narrative: ID: 763792 tends to be quite helpful and conscious of others' needs. ID: 763792's degree of helpfulness is sufficient for this job.</p>	7.7						
<p>Open / reflective: The tendency to reflect on many different viewpoints Narrative: ID: 763792 very much enjoys reflecting on different ideas and opinions, and she is probably very open-minded. ID: 763792 is likely to be good at brainstorming. ID: 763792's degree of enjoyment of reflecting on different ideas and opinions is sufficient.</p>	9.1						
<p>Warmth / empathy: The tendency to express positive feelings and affinity towards others Narrative: ID: 763792 reasonably often expresses warmth and empathy. ID: 763792's degree of expressing warmth and empathy is sufficient for this job.</p>	6.8						
<p>Writing / language: The interest in work that involves formulating words to convey meaning (i.e., journalism or translator) Narrative: ID: 763792 is quite interested in writing or language. ID: 763792's level of interest in writing or language is sufficient for this job.</p>	8.0						
<p>Frank: The tendency to be straightforward, direct, to the point, and forthright Narrative: ID: 763792 is quite capable of being frank and tends to state things in a direct manner. ID: 763792's degree of frankness is sufficient for this job.</p>	7.8						
<p>Manages Stress Well: The tendency to deal effectively with strain and difficulty when it occurs Narrative: ID: 763792 may sometimes have a little difficulty managing stress. ID: 763792's level of ability to manage stress is sufficient.</p>	4.0						

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Desirable traits (in order of importance)

Desirable traits are traits in which low scores can hinder performance. However, high scorers do not necessarily perform better than moderate scorers.






Negative Impact 

	ID: 763792's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Tolerance Of Structure: The tolerance of following rules, schedules, and procedures created by someone else Narrative: ID: 763792 may prefer not to have to follow extensive rules, procedures, and schedules, but will probably not mind following a moderate amount of such structure. ID: 763792's degree of tolerance of structure is sufficient for this job.	4.0						

Traits to avoid (in order of importance)

Traits to avoid are traits in which high scores can hinder performance.


Negative Impact 








	ID: 763792's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Pay Minus Motivation: The tendency to have a strong desire for money while lacking the personal drive necessary to earn it Narrative: ID: 763792 probably does not have a significant degree of having a desire for high pay that is greater than her level of motivation. ID: 763792's level of motivation as compared to her desire for high pay will support job satisfaction and will NOT hinder performance.	0.0						
Blindly Optimistic: The tendency to focus on the possible benefits of a plan or strategy, while failing to adequately see the potential difficulties Narrative: ID: 763792 probably has only a very slight tendency to look at the potential benefits of a plan or strategy without sufficiently analysing the potential difficulties. ID: 763792's degree of being blindly optimistic will NOT hinder performance.	1.6						
Blunt: The tendency to be frank or direct while lacking in diplomacy or tact Narrative: ID: 763792 probably does not have a significant degree of being blunt. ID: 763792's degree of being blunt will NOT hinder performance.	0.1						
Defensive: The tendency to focus on self-acceptance while avoiding self-improvement (The attitude "I'm O.K. and I don't need to improve") Narrative: ID: 763792 probably does not have a significant degree of defensiveness. ID: 763792's degree of defensiveness will NOT hinder performance.	0.0						
Impulsive: The tendency to take risks without sufficient analysis of the potential difficulties Narrative: ID: 763792 probably does not have a significant degree of being impulsive with risks. ID: 763792's degree of being impulsive when making decisions will NOT hinder performance.	0.0						

Harrison Assessments Suitability

Traits to avoid (in order of importance)

Traits to avoid are traits in which high scores can hinder performance.

Negative Impact 




	ID: 763792's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Authoritarian: The tendency to make decisions without collaborating with others Narrative: ID: 763792 probably does not have a significant degree of making decisions without sufficiently collaborating. ID: 763792's degree of being authoritarian when enforcing rules will NOT hinder performance.</p>	1.3						
<p>Dogmatic: The tendency to be certain of one's own opinions while at the same time not open to different ideas Narrative: ID: 763792 probably does not have a significant degree of being dogmatic. ID: 763792's degree of being dogmatic will NOT hinder performance.</p>	0.0						
<p>Fast But Imprecise: The tendency to be productive but not paying sufficient attention to detail Narrative: ID: 763792 probably has a tendency to be fast but imprecise. ID: 763792 may create problems with quality of output unless monitoring is applied. ID: 763792's degree of being fast but imprecise will probably have a slightly negative impact on job satisfaction and/or performance.</p>	4.7						
<p>Forceful Enforcing: The tendency to try to make others follow rules or procedures without sufficient attempts to enlist their cooperation Narrative: ID: 763792 probably has only a very slight tendency to be forceful when enforcing rules. ID: 763792's degree of being forceful when enforcing rules will NOT hinder performance.</p>	2.2						
<p>Harsh: The tendency to be overly strict or punitive when enforcing rules and procedures Narrative: ID: 763792 probably does not have a significant tendency to be harsh or overly strict. ID: 763792's degree of harshness will NOT hinder performance.</p>	0.0						
<p>Insensitive: The tendency to be assertive with one's own needs while lacking sufficient warmth for others Narrative: ID: 763792 probably does not have a significant degree of being insensitive. ID: 763792's degree of being insensitive will NOT hinder performance.</p>	0.0						
<p>Permissive: The tendency to be overly empathetic, failing to enforce necessary rules or make necessary corrections to subordinates' behaviour Narrative: ID: 763792 probably does not have a significant degree of permissiveness. ID: 763792's degree of permissiveness will NOT hinder performance.</p>	0.8						

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Traits to avoid (in order of importance)

Traits to avoid are traits in which high scores can hinder performance.

Negative Impact 

	ID: 763792's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Self-critical: Disliking oneself in the context of self-improvement Narrative: ID: 763792 probably does not have a significant degree of self-criticalness. ID: 763792's degree of self-criticalness will NOT hinder performance.</p>	0.2						
<p>Sceptical: The tendency to overly emphasize the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits Narrative: ID: 763792 probably does not have a significant degree of scepticism. ID: 763792's degree of being sceptical will NOT hinder performance.</p>	0.0						
<p>Dominating: The tendency to be assertive with one's own needs while failing to respond to other people's needs Narrative: ID: 763792 probably does not have a significant degree of being dominating. ID: 763792's degree of being dominating will NOT hinder performance.</p>	0.0						
<p>Evasive: The tendency to be tactful without being sufficiently direct Narrative: ID: 763792 probably does not have a significant degree of being evasive. ID: 763792's degree of being evasive will NOT hinder performance.</p>	0.0						