

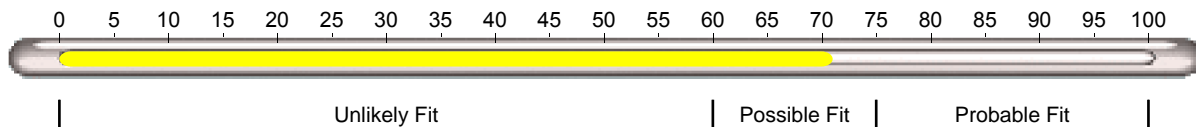
Harrison Assessments Suitability

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: 104898's consistency score is 58 which indicates that ID: 104898 is 91.6% consistent in answering the questionnaire. This indicates a high likelihood that ID: 104898 was truthful, accurately self-aware, and able to concentrate on the questionnaire.

Overall Percentage of Suitability Fit = 71%



Essential traits (in order of importance)

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

Negative Impact ←



→ Positive Impact

	ID: 104898's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
Analytical: The tendency to logically examine facts and situations (not necessarily analytical ability) Narrative: ID: 104898 tends to analyse problems and decisions and enjoys it. ID: 104898's degree of enjoyment of analysing will probably have a slightly positive impact on job satisfaction and/or performance.	7.9											
Negotiating: The tendency to bargain in order to reach a beneficial agreement Narrative: ID: 104898's interpersonal preferences and tendencies probably enable him/her to have moderate negotiating skills. ID: 104898's level of negotiating skills is sufficient for this job.	7.4											
Takes Initiative: The tendency to perceive what is necessary to be accomplished and to proceed on one's own Narrative: ID: 104898 frequently tends to take a great deal of initiative. This initiative will help him/her to achieve objectives. It is very important that the employer provides opportunities for initiative and guidelines regarding the type of initiative that can be taken. Otherwise, the initiative could be contrary to expectations. ID: 104898's degree of initiative will probably have a somewhat positive impact on job satisfaction and/or performance.	9.6											
Collaborative: The tendency to collaborate with others when making decisions Narrative: ID: 104898 usually enjoys collaboration and is generally willing to collaborate with others with regard to making important decisions. ID: 104898's degree of enjoyment of collaborating is sufficient for this job.	6.5											

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Essential traits (in order of importance)

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Negative Impact



Positive Impact

	ID: 104898's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
<p>Wants Challenge: The willingness to attempt difficult tasks or goals Narrative: ID: 104898 is motivated by challenging tasks or projects. ID: 104898 will prefer an employer who is able to offer challenging work. His/Her strong drive for achievement will probably be a good example for others. ID: 104898's degree of drive to achieve challenging objectives will probably have a slightly positive impact on job satisfaction and/or performance.</p>	8.2											
<p>Analyses Pitfalls: The tendency to scrutinise potential difficulties related to a plan or strategy Narrative: ID: 104898 only moderately enjoys analysing the potential difficulties of plans and strategies and probably has only a moderate tendency to do so. Therefore, it would be best if he/she were to receive other input before making important strategic decisions ID: 104898's degree of enjoyment of analysing potential problems will probably have a slightly negative impact on job satisfaction and/or performance.</p>	4.8											
<p>Authoritative: The desire for decision-making authority and the willingness to accept decision-making responsibility Narrative: ID: 104898 has a very strong desire to have decision-making authority and is extremely willing to accept responsibility. ID: 104898's degree of enjoyment of having decision-making authority will probably have a somewhat positive impact on job satisfaction and/or performance.</p>	9.9											
<p>Enthusiastic: The tendency to be eager and excited toward one's own goals Narrative: ID: 104898 tends to be very enthusiastic about his/her goals. If ID: 104898's goals are in alignment with the organization's objectives, he/she will probably have a strong drive to achieve those objectives. ID: 104898's degree of enthusiasm for his/her goals will probably have a slightly positive impact on job satisfaction and/or performance.</p>	9.0											
<p>Influencing: The tendency to try to persuade others Narrative: ID: 104898 tends to engage in persuading and influencing others. Assuming he/she has the right balance of other interpersonal traits, ID: 104898 may be reasonably skilful in expressing his/her ideas to staff, co-workers, and/or clients. ID: 104898's degree of enjoyment of influencing is sufficient for this job.</p>	7.0											
<p>Organised: The tendency to place and maintain order in an environment or situation Narrative: ID: 104898 tends to be fairly well organised. ID: 104898's degree of being organised is sufficient for this job.</p>	6.8											

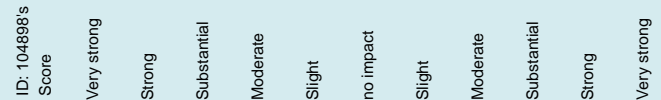
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Essential traits (in order of importance)

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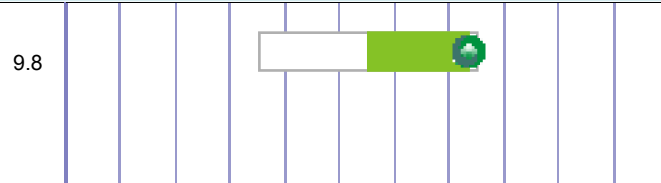
Negative Impact ←

→ Positive Impact



Persistent:

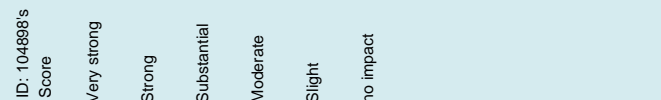
The tendency to be tenacious despite encountering significant obstacles
 Narrative: ID: 104898 is extremely determined and perseveres with a task despite many obstacles. ID: 104898's degree of enjoyment of persistence will probably have a somewhat positive impact on job satisfaction and/or performance.



Desirable traits (in order of importance)

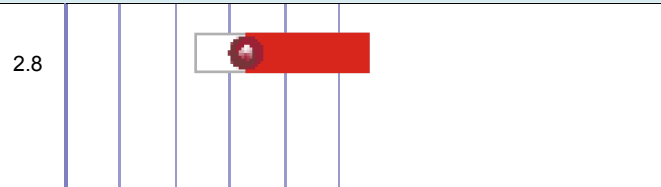
Desirable traits are traits in which low scores can hinder performance. However, high scorers do not necessarily perform better than moderate scorers.

Negative Impact ←



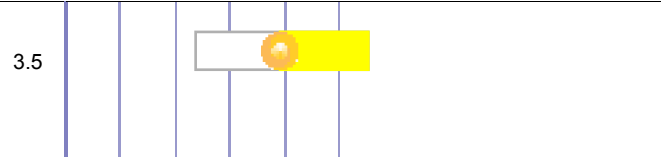
Computers:

The enjoyment of working with electronic machines that calculate, store, or analyse information
 Narrative: ID: 104898 would probably not enjoy working with computers. ID: 104898's degree of enjoyment of working with computers will probably have a somewhat negative impact on job satisfaction and/or performance.



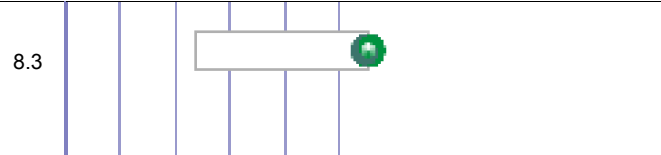
Diplomatic:

The tendency to state things in a tactful manner
 Narrative: ID: 104898 may occasionally tend to lack diplomacy when communicating. ID: 104898's degree of diplomacy will probably have a somewhat negative impact on job satisfaction and/or performance.



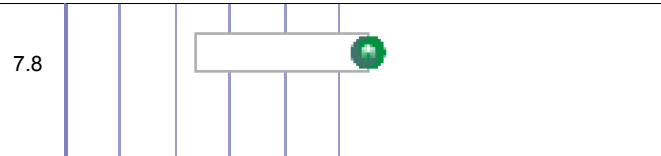
Enlists Cooperation:

The tendency to invite others to participate in or join an effort
 Narrative: ID: 104898 enjoys enlisting the co-operation of others and probably tends to do so often. ID: 104898's degree of enjoyment related to enlisting the co-operation of others is sufficient for this job.



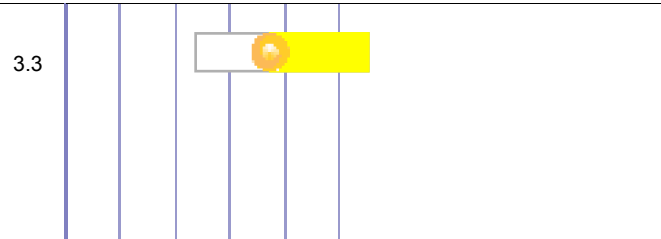
Optimistic:

The tendency to believe the future will be positive
 Narrative: ID: 104898 tends to be optimistic and cheerful. ID: 104898's positive attitude will be beneficial when dealing with staff and co-workers. ID: 104898's degree of optimism is sufficient for this job.



Precise:

The enjoyment of work that requires being exact and the tendency to be detail oriented
 Narrative: ID: 104898 dislikes having to do precision tasks. He/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: 104898's degree of enjoyment of precision tasks will probably have a somewhat negative impact on job satisfaction and/or performance.











Harrison Assessments Suitability

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: 104898's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Pressure Tolerance: The level of comfort related to working under deadlines and busy schedules Narrative: ID: 104898 is moderately likely to work well under the pressure of deadlines and tight schedules. ID: 104898's degree of tolerance of pressure is sufficient for this job.</p>	6.4						
<p>Self-acceptance: The tendency to like oneself ("I'm O.K. the way I am") Narrative: ID: 104898 is very self-accepting. This positive self-regard will probably translate to better interactions with subordinates, co-workers, and clients. ID: 104898's degree of self-acceptance is sufficient for this job.</p>	8.5						
<p>Self-improvement: The tendency to attempt to develop or better oneself Narrative: ID: 104898 has a fairly strong intention to improve himself/herself. ID: 104898's degree of interest in self-improvement is sufficient for this job.</p>	7.6						
<p>Team: The enjoyment of working closely in a co-operative effort with others (not necessarily the ability to do so) Narrative: ID: 104898 very much enjoys working in a team. ID: 104898's degree of enjoyment of working in a team is sufficient for this job.</p>	8.9						
<p>Cause Motivated: The tendency to be motivated to help society Narrative: Undertaking work that benefits others/society is quite important to ID: 104898. Find out what ID: 104898's causes are in order to determine if they are consistent with the causes related to this position. ID: 104898's degree of cause orientation is sufficient for this job.</p>	8.4						
<p>Clerical: The enjoyment of tasks such as typing or filing or organising information Narrative: ID: 104898 dislikes clerical work and probably tends to avoid it. ID: 104898's degree of enjoyment of clerical work will probably have a slightly negative impact on job satisfaction and/or performance.</p>	3.4						
<p>Helpful: The tendency to respond to others' needs and assist or support others to achieve their goals Narrative: ID: 104898 tends to be very helpful and conscious of others' needs. ID: 104898's degree of helpfulness is sufficient for this job.</p>	9.4						
<p>Effective Enforcing: The tendency to skilfully correct others when they are violating rules or performing poorly Narrative: ID: 104898's interpersonal preferences and tendencies indicate he/she is reasonably likely to skilfully enforce rules. ID: 104898's degree of willingness to enforce rules is sufficient for this job.</p>	7.4						

Harrison Assessments Suitability

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: 104898's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Wants To Lead: The desire to be in a position to direct or guide others Narrative: ID: 104898 has a strong desire to be in a leadership position. He/She has a strong drive to take charge. ID: 104898's degree of willingness to be in a leadership position is sufficient for this job.	9.0						
Certain: The tendency to feel confident in one's opinions Narrative: ID: 104898 is moderately certain of his/her opinions. ID: 104898's degree of certainty about his/her opinions is sufficient.	5.5						
Frank: The tendency to be straightforward, direct, to the point, and forthright Narrative: ID: 104898 tends to state things in a moderately frank and straightforward manner. ID: 104898's degree of frankness is sufficient for this job.	6.3						
Handles Conflict: The tendency to skilfully face discord or strife, and the interpersonal skills necessary to deal with it effectively Narrative: ID: 104898's preferences indicate that he/she is probably moderately effective at handling conflict. ID: 104898's level of ability to deal with conflict is sufficient for this job.	7.4						
Warmth / empathy: The tendency to express positive feelings and affinity towards others Narrative: ID: 104898 reasonably often expresses warmth and empathy. ID: 104898's degree of expressing warmth and empathy is sufficient for this job.	7.1						
Writing / language: The interest in work that involves formulating words to convey meaning (i.e., journalism or translator) Narrative: ID: 104898 is moderately interested in writing or language. ID: 104898's level of interest in writing or language is sufficient for this job.	6.0						
Numerical: The enjoyment of counting, calculating, or analysing quantities using mathematics Narrative: ID: 104898 enjoys working with numbers. ID: 104898's degree of enjoyment of working with numbers is sufficient for this job.	7.5						
Planning: The tendency to formulate ideas related to the steps and process of accomplishing an objective Narrative: ID: 104898 enjoys planning and probably tends to do it reasonably often. ID: 104898's degree of enjoyment of planning is sufficient for this job.	7.1						

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Desirable traits (in order of importance)


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Negative Impact 

	ID: 104898's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Finance / business: The interest in commerce or fiscal management Narrative: ID: 104898 is extremely interested in business or finance. ID: 104898's level of interest in business or finance is sufficient for this job.	10.0						
Manages Stress Well: The tendency to deal effectively with strain and difficulty when it occurs Narrative: ID: 104898 is moderately able to manage stress. ID: 104898's level of ability to manage stress is sufficient.	4.9						
Systematic: The enjoyment of tasks that require carefully or methodically thinking through steps. Narrative: ID: 104898 moderately enjoys work that requires being systematic and tends to be moderately systematic. ID: 104898's degree of being systematic is sufficient for this job.	5.6						
Tolerance Of Bluntness: The level of comfort related to receiving abrupt or frank communications from others Narrative: ID: 104898 is quite tolerant of people who are blunt. ID: 104898's degree of tolerance of bluntness is sufficient for this job.	7.6						
Tolerance Of Structure: The tolerance of following rules, schedules, and procedures created by someone else Narrative: ID: 104898 may dislike having to follow extensive rules and procedures set by someone else and thus may sometimes neglect to follow them. ID: 104898's degree of tolerance of structure is sufficient for this job.	3.0						

Traits to avoid (in order of importance)

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


Negative Impact 








	ID: 104898's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Permissive: The tendency to be overly empathetic, failing to enforce necessary rules or make necessary corrections to subordinates' behaviour Narrative: ID: 104898 probably has slight tendency to be permissive. ID: 104898 may be a little lenient with subordinates regarding following the rules or performing to their potential. ID: 104898's degree of permissiveness will NOT hinder performance.	2.8						
Evasive: The tendency to be tactful without being sufficiently direct Narrative: ID: 104898 probably does not have a significant degree of being evasive. ID: 104898's degree of being evasive 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: 104898's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Blunt: The tendency to be frank or direct while lacking in diplomacy or tact Narrative: ID: 104898 probably has slight tendency to be blunt. ID: 104898's degree of being blunt will NOT hinder performance.</p>	2.8						
<p>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: 104898 probably does not have a significant degree of defensiveness. ID: 104898's degree of defensiveness will NOT hinder performance.</p>	0.8						
<p>Dogmatic: The tendency to be certain of one's own opinions while at the same time not open to different ideas Narrative: ID: 104898 probably does not have a significant degree of being dogmatic. ID: 104898's degree of being dogmatic will NOT hinder performance.</p>	0.0						
<p>Forceful Enforcing: The tendency to try to make others follow rules or procedures without sufficient attempts to enlist their cooperation Narrative: ID: 104898 probably does not have a significant degree of being forceful when enforcing rules. ID: 104898's degree of being forceful when enforcing rules will NOT hinder performance.</p>	0.0						
<p>Harsh: The tendency to be overly strict or punitive when enforcing rules and procedures Narrative: ID: 104898 probably does not have a significant tendency to be harsh or overly strict. ID: 104898'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: 104898 probably does not have a significant degree of being insensitive. ID: 104898's degree of being insensitive will NOT hinder performance.</p>	0.0						
<p>Pay Minus Motivation: The tendency to have a strong desire for money while lacking the personal drive necessary to earn it Narrative: ID: 104898 probably does not have a significant degree of having a desire for high pay that is greater than his/her level of motivation. ID: 104898's level of motivation as compared to his/her desire for high pay will support job satisfaction and will NOT hinder performance.</p>	0.0						

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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: 104898's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Rebellious Autonomy: The tendency to attempt to gain freedom from authority without taking sufficient and appropriate initiative Narrative: ID: 104898 probably does not have a significant degree of rebellious autonomy. ID: 104898's degree of rebellious autonomy will NOT hinder performance.</p>	0.0						
<p>Authoritarian: The tendency to make decisions without collaborating with others Narrative: ID: 104898 probably has slight tendency to make decisions without sufficiently collaborating. ID: 104898's degree of being authoritarian when enforcing rules will NOT hinder performance.</p>	3.4						
<p>Dominating: The tendency to be assertive with one's own needs while failing to respond to other people's needs Narrative: ID: 104898 probably does not have a significant degree of being dominating. ID: 104898's degree of being dominating will NOT hinder performance.</p>	0.0						
<p>Self-critical: Disliking oneself in the context of self-improvement Narrative: ID: 104898 probably does not have a significant degree of self-criticalness. ID: 104898's degree of self-criticalness will NOT hinder performance.</p>	0.0						
<p>Sceptical: The tendency to overly emphasise the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits Narrative: ID: 104898 probably does not have a significant degree of scepticism. ID: 104898's degree of being sceptical will NOT hinder performance.</p>	0.0						
<p>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: 104898 probably has slight tendency to look at the potential benefits of a plan or strategy without sufficiently analysing the potential difficulties. ID: 104898's degree of being blindly optimistic will NOT hinder performance.</p>	3.0						
<p>Impulsive: The tendency to take risks without sufficient analysis of the potential difficulties Narrative: ID: 104898 probably does not have a significant degree of being impulsive with risks. ID: 104898's degree of being impulsive when making decisions will NOT hinder performance.</p>	0.9						