

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: DEMO1's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
<p>Optimistic: The tendency to believe the future will be positive Narrative: ID: DEMO1 tends to be extremely optimistic and cheerful. ID: DEMO1's positive attitude will be very beneficial when dealing with staff and co-workers. ID: DEMO1's positive attitude will probably have a positive impact on job satisfaction and/or performance.</p>	9.5											

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 ←

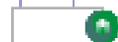
	ID: DEMO1's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Numerical: The enjoyment of counting, calculating, or analysing quantities using mathematics Narrative: ID: DEMO1 enjoys working with numbers. ID: DEMO1's degree of enjoyment of working with numbers is sufficient for this job.</p>	8.0						
<p>Warmth / empathy: The tendency to express positive feelings and affinity towards others Narrative: ID: DEMO1 frequently expresses warmth and empathy. ID: DEMO1's degree of expressing warmth and empathy is sufficient for this job.</p>	9.9						
<p>Health / medicine: The interest in health or medicine Narrative: ID: DEMO1 has very little or no interest in health or medicine. ID: DEMO1's level of interest in health or medicine will probably have a somewhat negative impact on job satisfaction and/or performance.</p>	2.0						
<p>Pressure Tolerance: The level of comfort related to working under deadlines and busy schedules Narrative: ID: DEMO1 is extremely likely to work well under the pressure of deadlines and tight schedules. ID: DEMO1's degree of tolerance of pressure is sufficient for this job.</p>	9.7						
<p>Precise: The enjoyment of work that requires being exact and the tendency to be detail oriented Narrative: ID: DEMO1 strongly dislikes having to do precision tasks. He strongly prefers not to do work that requires a significant amount of time to be spent on precision tasks and may be severely lacking in attention to detail. ID: DEMO1's degree of enjoyment of precision tasks will probably have a somewhat negative impact on job satisfaction and/or performance.</p>	2.3						

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Desirable traits (in order of importance)

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Negative Impact 

	ID: DEMO1'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: DEMO1 generally enjoys working with computers. ID: DEMO1's degree of enjoyment of working with computers is sufficient for this job.</p>	6.6						
<p>Persistent: The tendency to be tenacious despite encountering significant obstacles Narrative: ID: DEMO1 is very determined and perseveres with a task despite many obstacles. ID: DEMO1's degree of enjoyment of persistence is sufficient for this job.</p>	8.6						
<p>Research / learning: The enjoyment of gathering and comprehending new information Narrative: ID: DEMO1 does not enjoy having to research or learn new information as part of his work. ID: DEMO1's degree of enjoyment of researching and learning new information is sufficient for this job.</p>	3.4						
<p>Tempo: The enjoyment of work that needs to be done quickly Narrative: ID: DEMO1 likes to work quite quickly.</p>	7.7						
<p>Analytical: The tendency to logically examine facts and situations (not necessarily analytical ability) Narrative: ID: DEMO1 tends to analyse problems and decisions and enjoys it. ID: DEMO1's degree of enjoyment of analysing problems is sufficient for this job.</p>	7.5						
<p>Collaborative: The tendency to collaborate with others when making decisions Narrative: ID: DEMO1 only moderately enjoys collaboration and probably only gives moderate importance to collaborating with others in the decision-making process. If ID: DEMO1 is making important decisions that could benefit from collaboration, it might be wise to require collaboration before the final decision can be made. ID: DEMO1's degree of enjoyment of collaborating is sufficient for this job.</p>	4.7						
<p>Tolerance Of Structure: The tolerance of following rules, schedules, and procedures created by someone else Narrative: ID: DEMO1 may dislike having to follow extensive rules and procedures set by someone else and thus may sometimes neglect to follow them. ID: DEMO1's degree of tolerance of structure is sufficient for this job.</p>	3.3						
<p>Manages Stress Well: The tendency to deal effectively with strain and difficulty when it occurs Narrative: ID: DEMO1 is moderately able to manage stress. ID: DEMO1's level of ability to manage stress is sufficient.</p>	4.5						

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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: DEMO1'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: DEMO1 probably does not have a significant degree of being blunt. ID: DEMO1's degree of being blunt will NOT hinder performance.</p>	0.0						
<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: DEMO1 probably does not have a significant degree of defensiveness. ID: DEMO1's degree of defensiveness will NOT hinder performance.</p>	0.3						
<p>Dogmatic: The tendency to be certain of one's own opinions while at the same time not open to different ideas Narrative: ID: DEMO1 probably does not have a significant degree of being dogmatic. ID: DEMO1's degree of being dogmatic will NOT hinder performance.</p>	0.0						
<p>Harsh: The tendency to be overly strict or punitive when enforcing rules and procedures Narrative: ID: DEMO1 probably does not have a significant tendency to be harsh or overly strict. ID: DEMO1's degree of harshness 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: DEMO1 probably does not have a significant degree of having a desire for high pay that is greater than his level of motivation. ID: DEMO1's level of motivation as compared to his desire for high pay will support job satisfaction and 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: DEMO1 probably has an extremely strong tendency to be fast but imprecise. ID: DEMO1 may create problems with quality of output unless monitoring is applied. ID: DEMO1's degree of being fast but imprecise will probably have a somewhat negative impact on job satisfaction and/or performance.</p>	7.9						
<p>Rebellious Autonomy: The tendency to attempt to gain freedom from authority without taking sufficient and appropriate initiative Narrative: ID: DEMO1 probably does not have a significant degree of rebellious autonomy. ID: DEMO1's degree of rebellious autonomy will NOT hinder performance.</p>	0.9						