

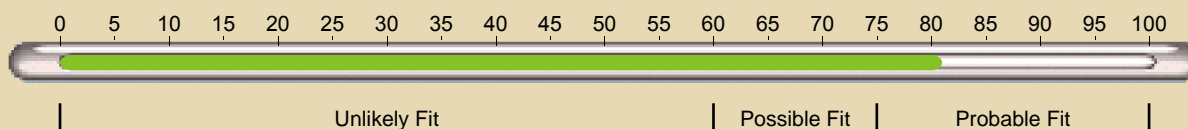
Harrison Assessments Suitability

This section includes work preferences and tendencies that you have selected for this job. The score to the right of each factor show 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 analyzing the consistency of the answers on the questionnaire. Andrew's consistency score is 96 which indicates that Andrew is 99.2% consistent in answering the questionnaire. This indicates a high likelihood that Andrew was truthful, accurately self-aware, and able to concentrate on the questionnaire.

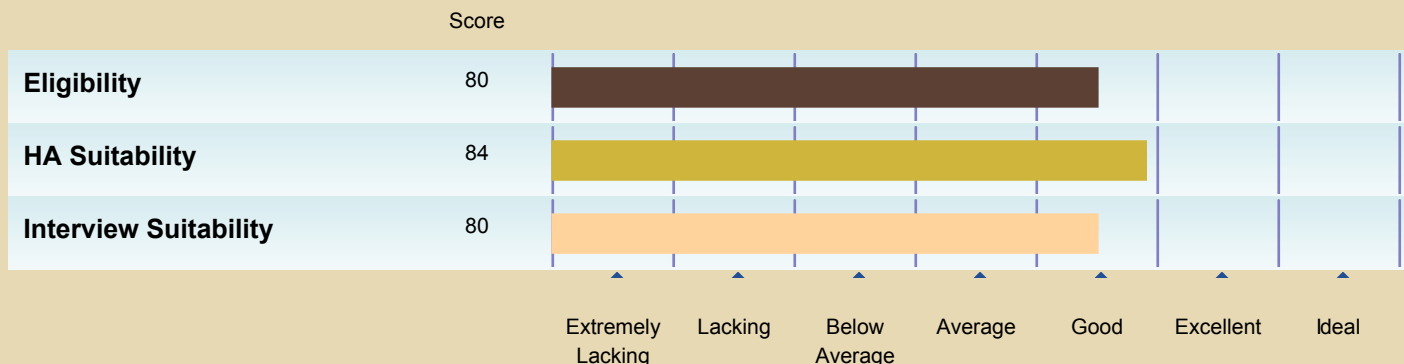
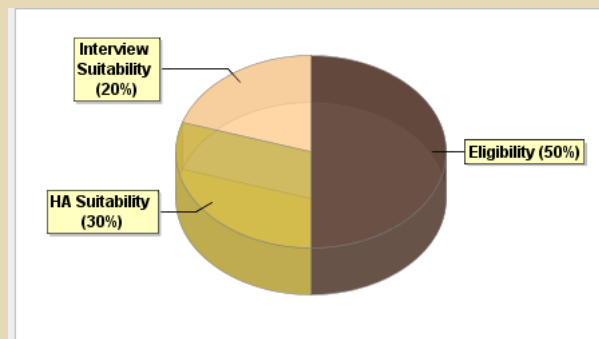
Overall Percentage of Job Fit = 81%



Eligibility (50%): Your selected weighting for this assessment is 50%. This assessment includes prior experience, education, and abilities, which you have selected for recruitment for this job.

HA Suitability (30%): Your selected weighting for this assessment is 30%. This suitability assessment includes attitudes, motivations, task preferences, interests, and work environment preferences that relate to success for this job. The factors included in this template are based on Harrison Assessments success research regarding suitability success factors for this job.

Interview Suitability (20%): Your selected weighting for this assessment is 20%. This assessment is based on the suitability scores given to Andrew during the interview using the Harrison Assessments interview guide.



Harrison Assessments Suitability

Essential traits (in order of importance)

Essential traits are traits in which, in general, the higher the better the predicted performance.

Negative Impact



Positive Impact

Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
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Helpful:

The tendency to respond to others' needs and assist or support others to achieve their goals

Narrative: Andrew tends to be extremely helpful and conscious of others' needs. Andrew's helpfulness will probably have a very positive impact on job satisfaction and/or performance.

9.9



Collaborative:

The tendency to collaborate with others when making decisions

Narrative: Andrew only moderately enjoys collaboration and probably only gives moderate importance to collaborating with others in the decision-making process. If Andrew is making important decisions that could benefit from collaboration, it might be wise to require collaboration before the final decision can be made. Andrew's degree of enjoyment of collaborating is sufficient for this job.

4.7



Analytical:

The tendency to logically examine facts and situations (not necessarily analytical ability)

Narrative: Andrew tends to analyze problems and decisions and enjoys it. Andrew's degree of enjoyment of analyzing will probably have a somewhat positive impact on job satisfaction and/or performance.

7.5



Coaching:

The tendency to be an effective facilitator of the development of employees (one to one interactions)

8.3



Persistent:

The tendency to be tenacious despite encountering significant obstacles

Narrative: Andrew is very determined and perseveres with a task despite many obstacles. Andrew's degree of enjoyment of persistence will probably have a positive impact on job satisfaction and/or performance.

8.6



Wants Challenge:

The willingness to attempt difficult tasks or goals

Narrative: Andrew is very motivated by challenging tasks or projects and needs challenging work. Andrew strongly prefers an employer who is able to offer challenging work. His strong drive for achievement will probably be a good example for others. Andrew's drive to achieve challenging objectives will probably have a positive impact on job satisfaction and/or performance.

9.4










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 

	Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Diplomatic: The tendency to state things in a tactful manner Narrative: Andrew is very capable of being tactful and tends to state things in a very diplomatic manner. Andrew's degree of diplomacy is sufficient for this job.	8.6						
Optimistic: The tendency to believe the future will be positive Narrative: Andrew tends to be extremely optimistic and cheerful. Andrew's positive attitude will be very beneficial when dealing with staff and co-workers. His positive attitude will also support the sales process. Andrew's degree of optimism is sufficient for this job.	9.5						
Pressure Tolerance: The level of comfort related to working under deadlines and busy schedules Narrative: Andrew is extremely likely to work well under the pressure of deadlines and tight schedules. Andrew's degree of tolerance of pressure is sufficient for this job.	9.7						
Takes Initiative: The tendency to perceive what is necessary to be accomplished and to proceed on one's own Narrative: Andrew very often tends to take initiative. This initiative will help him to achieve objectives. It is very important that the employer provide opportunities for initiative and guidelines regarding the type of initiative that can be taken. Otherwise, the initiative could be contrary to expectations. Andrew's degree of initiative is sufficient for this job.	8.7						
Enthusiastic: The tendency to be eager and excited toward one's own goals Narrative: Andrew tends to be quite enthusiastic about his goals. If Andrew's goals are in alignment with the organization's objectives, he will probably have a drive to achieve those objectives. Andrew's degree of enthusiasm for his goals is sufficient for this job.	8.2						
Organized: The tendency to place and maintain order in an environment or situation Narrative: Andrew probably prefers not to do much organizing. He may do the minimum amount of organizing necessary and may occasionally lose efficiency without organizing support from others. Andrew's degree of being organized will probably have a slightly negative impact on job satisfaction and/or performance.	3.9						
Open / reflective: The tendency to reflect on many different viewpoints Narrative: Andrew enjoys reflecting on different ideas and opinions and is generally open-minded. Andrew is likely to be good at brainstorming. Andrew's degree of enjoyment of reflecting on different ideas and opinions is sufficient.	8.2						

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










	Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Warmth / empathy: The tendency to express positive feelings and affinity toward others Narrative: Andrew frequently expresses warmth and empathy. Andrew's degree of expressing warmth and empathy is sufficient for this job.	9.9						
Flexible: The tendency to easily adapt to change Narrative: Andrew tends to be quite adaptive and comfortable with change. Andrew's degree of flexibility is sufficient for this job.	7.7						
Influencing: The tendency to try to persuade others Narrative: Andrew very often engages in persuading and influencing others. Assuming he has the right balance of other interpersonal traits, Andrew is likely to be skillful in expressing his ideas to staff, co-workers, and/or clients. Andrew's degree of enjoyment of influencing is sufficient for this job.	8.1						
Analyzes Pitfalls: The tendency to scrutinize potential difficulties related to a plan or strategy Narrative: Andrew usually does not enjoy analyzing the potential difficulties of plans and strategies and may sometimes neglect to do so. Therefore, it would be best if he were to receive other input before making important strategic decisions. Andrew's degree of enjoyment of analyzing potential difficulties is sufficient.	3.8						
Authoritative: The desire for decision-making authority and the willingness to accept decision-making responsibility Narrative: Andrew has a strong desire to have decision-making authority and is very willing to accept responsibility. Andrew's degree of enjoyment of having decision-making authority is sufficient for this job.	8.6						
Certain: The tendency to feel confident in one's opinions Narrative: Andrew is fairly certain of his opinions. Andrew's degree of certainty about his opinions is sufficient.	6.8						
Self-improvement: The tendency to attempt to develop or better oneself Narrative: Andrew has an intention to improve himself. Andrew's degree of interest in self-improvement is sufficient for this job.	6.6						
Research / learning: The enjoyment of gathering and comprehending new information Narrative: Andrew does not enjoy having to research or learn new information as part of his work. Andrew's degree of enjoyment of researching and learning new information is sufficient for this job.	3.4						

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 








	Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Team: The enjoyment of working closely in a co-operative effort with others (not necessarily the ability to do so) Narrative: Andrew only moderately enjoys working in a team. Andrew's degree of enjoyment of working in a team is sufficient for this job.	4.5						
Tolerance Of Bluntness: The level of comfort related to receiving abrupt or frank communications from others Narrative: Andrew is quite tolerant of people who are blunt. Andrew's degree of tolerance of bluntness is sufficient for this job.	7.8						
Frank: The tendency to be straightforward, direct, to the point, and forthright Narrative: Andrew is fairly capable of being frank and usually tends to state things in a direct manner. Andrew's degree of frankness is sufficient for this job.	7.1						
Manages Stress Well: The tendency to deal effectively with strain and difficulty when it occurs Narrative: Andrew is moderately able to manage stress. Andrew's level of ability to manage stress is sufficient.	4.5						
Relaxed: The tendency to feel at ease or calm while working Narrative: Andrew is probably only moderately relaxed while working and may at times be a little tense. Andrew's degree of being relaxed and easy-going is sufficient for this job.	5.2						
Assertive: The tendency to put forward personal wants and needs Narrative: Andrew moderately puts forward his own needs. Andrew's degree of assertiveness is sufficient for this job.	4.9						
Tolerance Of Structure: The tolerance of following rules, schedules, and procedures created by someone else Narrative: Andrew may dislike having to follow extensive rules and procedures set by someone else and thus may sometimes neglect to follow them. Andrew's degree of tolerance of structure is sufficient for this job.	3.3						
Tolerance Of Evasiveness: The level of comfort related to dealing with people who are indirect or lacking in frankness Narrative: Andrew is moderately tolerant of people who are evasive. Andrew's degree of tolerance of evasiveness is sufficient for this job.	6.0						

Harrison Assessments Suitability

Traits to avoid (in order of importance)

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

Negative Impact 

	Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
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: Andrew probably does not have a significant degree of defensiveness. Andrew's degree of defensiveness will NOT hinder performance.	0.3						
Dogmatic: The tendency to be certain of one's own opinions while at the same time not open to different ideas Narrative: Andrew probably does not have a significant degree of being dogmatic. Andrew's degree of being dogmatic will NOT hinder performance.	0.0						
Authoritarian: The tendency to make decisions without collaborating with others Narrative: Andrew probably has a moderate tendency to make decisions without sufficiently collaborating. Andrew may minimize buy-in and participation from others as well as reduce the effectiveness of his decisions as a result of insufficiently collaborating with others. Andrew's degree of making decisions without sufficiently collaborating will probably have a slightly negative impact on job satisfaction and/or performance.	3.9						
Blunt: The tendency to be frank or direct while lacking in diplomacy or tact Narrative: Andrew probably does not have a significant degree of being blunt. Andrew's degree of being blunt will NOT hinder performance.	0.0						
Harsh: The tendency to be overly strict or punitive when enforcing rules and procedures Narrative: Andrew probably does not have a significant tendency to be harsh or overly strict. Andrew's degree of harshness will NOT hinder performance.	0.0						
Insensitive: The tendency to be assertive with one's own needs while lacking sufficient warmth for others Narrative: Andrew probably does not have a significant degree of being insensitive. Andrew's degree of being insensitive will NOT hinder performance.	0.0						
Permissive: The tendency to be overly empathetic, failing to enforce necessary rules or make necessary corrections to subordinates' behavior Narrative: Andrew probably has a very strong tendency to be permissive. Andrew may have difficulty insisting his subordinates follow the rules or perform to their potential. Andrew's degree of being permissive will probably have a somewhat negative impact on job satisfaction and/or performance.	6.8						

Harrison Assessments Suitability

Traits to avoid (in order of importance)

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

Negative Impact 

Self-sacrificing:

The tendency to respond to others' needs at the expense of one's own needs

Narrative: Andrew probably has a tendency give up his own needs while trying to help others. As a result of giving up his own needs, Andrew may not be able to assert the needs of the company for which he is responsible. Andrew's degree of being self-sacrificing will probably have a slightly negative impact on job satisfaction and performance.

Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
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5.0

