

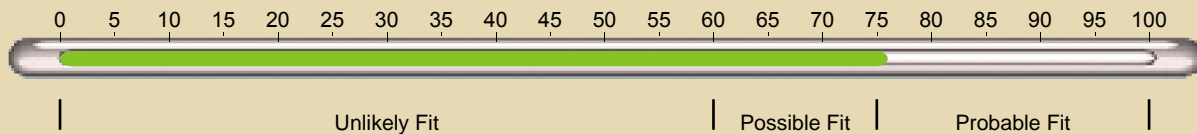
Harrison Assessments Suitability

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 and determined by the weightings you have given to each trait in the Job Success Formula setup.

The suitability assessment includes a technological 'consistency detector' that indicates the reliability of results by analyzing the consistency of the answers on the questionnaire. Ted's consistency score is 53 which indicates that Ted is 90% consistent in answering the questionnaire. This indicates a high likelihood that Ted was truthful, accurately self-aware, and able to concentrate on the questionnaire.

Overall Percentage Job Fit = 76%



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

Ted'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: Ted often analyzes difficulties, facts, and situations and usually enjoys it. Ted's tendency to analyze will probably have a slightly positive impact on job satisfaction and/or performance.

7.0

Enthusiastic:

The tendency to be eager and excited toward one's own goals

Narrative: Ted tends to be very enthusiastic about his goals. If Ted's goals are in alignment with the organization's objectives, he will probably have a strong drive to achieve those objectives. Ted's enthusiasm for his goals will probably have a positive impact on job satisfaction and/or performance.

9.2

Influencing:

The tendency to try to persuade others

Narrative: Ted probably has only a moderate tendency to persuade or influence others. Although Ted may not shy away from trying to influence staff, co-workers, and clients, he probably prefers not to have to do it extensively. Ted's degree of influencing is sufficient.

4.7

Optimistic:

The tendency to believe the future will be positive

Narrative: Ted tends to be very optimistic and cheerful. Ted's positive attitude will be very beneficial when dealing with staff and co-workers. His positive attitude will also support the sales process. Ted's positive attitude will probably have a positive impact on job satisfaction and/or performance.

9.1

Harrison Assessments Suitability

Essential traits (in order of importance)	Negative Impact							Positive Impact				
	Ted's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
Self-improvement: The tendency to attempt to develop or better oneself Narrative: Ted has an intention to improve himself. Ted's degree of interest in self-improvement will probably have a slightly positive impact on job satisfaction and/or performance.	7.4											
Takes Initiative: The tendency to perceive what is necessary to be accomplished and to proceed on one's own Narrative: Ted frequently tends to take a great deal of 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. Ted's initiative will probably have a positive impact on job satisfaction and/or performance.	10.0											
Wants Challenge: The willingness to attempt difficult tasks or goals Narrative: Ted is only moderately motivated by challenging tasks or projects and probably prefers tasks or projects that he is likely to achieve. Ted's degree of drive to achieve challenging objectives is sufficient.	5.1											
Outgoing: The tendency to be socially extroverted and the enjoyment of meeting new people Narrative: Ted enjoys meeting new people and is probably very outgoing. Ted's enjoyment of new people will probably have a somewhat positive impact on job satisfaction and/or performance.	8.5											
Desirable traits (in order of importance)	Negative Impact											
Desirable traits are traits in which low scores can hinder performance. However, high scorers do not necessarily perform better than moderate scorers.	Ted's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact					
Persistent: The tendency to be tenacious despite encountering significant obstacles Narrative: Ted is determined and perseveres with a task despite many obstacles. This will probably be beneficial for overcoming the obstacles that he will encounter in his position. Ted's persistence can also pay off when influencing others as he will tend to be quite tenacious. Ted's degree of persistence is sufficient.	8.3											
Self-acceptance: The tendency to like oneself ("I'm O.K. the way I am") Narrative: Ted is very lacking in self-acceptance. This limited self-regard may interfere with positive interactions with subordinates, co-workers or clients. Ted's degree of self-acceptance will probably have a negative impact on job satisfaction and/or performance.	2.0											

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



	Ted's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Pressure Tolerance: The level of comfort related to working under deadlines and busy schedules Narrative: Ted is reasonably likely to work well under the pressure of deadlines and tight schedules. Ted's degree of tolerance of pressure is sufficient.	6.9						
Tolerance Of Bluntness: The level of comfort related to receiving abrupt or frank communications from others Narrative: Ted is only moderately tolerant of people who are blunt. Ted's degree of tolerance of bluntness is sufficient.	5.0						
Diplomatic: The tendency to state things in a tactful manner Narrative: Ted is reasonably capable of being tactful and usually tends to state things in a diplomatic manner. Ted's degree of diplomacy is sufficient.	7.1						
Frank: The tendency to be straightforward, direct, to the point, and forthright Narrative: Ted may tend to be lacking in direct and frank communication. Ted's degree of frankness is sufficient.	3.3						
Warmth / empathy: The tendency to express positive feelings and affinity toward others Narrative: Ted may be moderate in expressing warmth and empathy. Ted's degree of expressing warmth and empathy is sufficient.	3.6						
Assertive: The tendency to put forward personal wants and needs Narrative: Ted often hesitate to put forward his own needs. Ted's degree of assertiveness is sufficient.	3.4						
Certain: The tendency to feel confident in one's opinions Narrative: Ted is reasonably certain of his opinions. Ted's degree of certainty about his opinions is sufficient.	6.7						
Organized: The tendency to place and maintain order in an environment or situation Narrative: Ted tends to be very well organized. Ted's tendency to be organized is sufficient.	9.0						

Harrison Assessments Suitability

Traits to avoid (in order of importance)

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

Negative Impact



	Ted's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Self-critical: Disliking oneself in the context of self-improvement Narrative: Ted probably has a tendency to be self-critical. Ted's tendency to be hard on sich may cause him to take things personally, and thus interfere with interactions with others. Ted's tendency to be self-critical will probably have a slightly negative impact on job satisfaction and/or performance.	5.4						
Blunt: The tendency to be frank or direct while lacking in diplomacy or tact Narrative: Ted probably does not have a significant degree of being blunt. Ted's lack of being blunt will support job satisfaction and will not hinder performance.	0.0						
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: Ted probably does not have a significant degree of defensiveness. Ted's lack of defensiveness will support job satisfaction and will not hinder performance.	0.0						
Dogmatic: The tendency to be certain of one's own opinions while at the same time not open to different ideas Narrative: Ted probably does not have a significant degree of being dogmatic. Ted's lack of being dogmatic will support job satisfaction and will not hinder performance.	1.4						
Evasive: The tendency to be tactful without being sufficiently direct Narrative: Ted probably has a moderate tendency to be evasive when communicating rather than saying what he really thinks. This communication style may prevent Ted from communicating effectively related to important issues. Ted's lack of being evasive will support job satisfaction and will not hinder performance.	3.8						
Harsh: The tendency to be overly strict or punitive when enforcing rules and procedures Narrative: Ted probably has only a very slight tendency to be harsh or overly strict. Ted's lack of harshness will support job satisfaction and will not hinder performance.	2.3						
Self-sacrificing: The tendency to respond to others' needs at the expense of one's own needs Narrative: Ted probably has a strong tendency give up his own needs while trying to help others. As a result of giving up his own needs, Ted may not be able to assert the needs of the company for which he is responsible. Ted's tendency to be self-sacrificing will probably have a slightly negative impact on job satisfaction and/or performance.	5.7						

Harrison Assessments Suitability

Traits to avoid (in order of importance)

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

Negative Impact



Ted's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
-------------	-------------	--------	-------------	----------	--------	-----------

Skeptical:

The tendency to overly emphasize the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits

Narrative: Ted probably does not have a significant degree of deferring decisions. Ted's lack of being skeptical will support job satisfaction and will not hinder performance.

0.0

