

## Harrison Assessments Suitability

This report identifies the specific factors related to this Emotional Intelligence Analysis behavioral competency and shows how the employee's score for each related factor impacts success for this behavioral competency.

The overall score indicates the employee's likely success related to this behavioral competency. The score to the right of each factor is the employee's score for that factor.

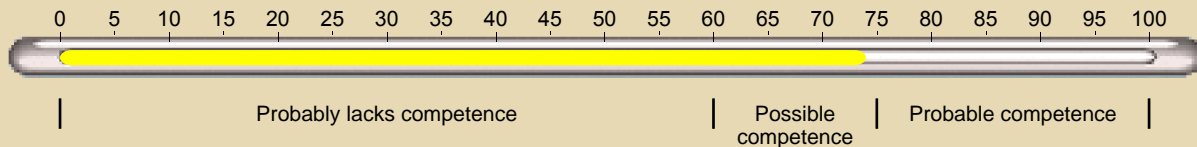
The length of the bar graph next to each factor indicates the potential range of impact that factor can have on success for this behavioral competency. Each factor can have a different range of impact depending upon the importance given to that factor in the Behavioral Competency Formula setup (Criteria Area).

The ball inside the bar graph represents the employee's score and its location on the bar indicates the likely impact on this behavioral competency. The color for each ball also reflects the impact of the trait. For example, a green ball indicates a positive impact on success for this competency, a yellow ball indicates a slight to moderate negative impact and a red ball indicates at least a substantial negative impact.

Andrew scores 74 on Emotional Intelligence Analysis which indicates Andrew probably has a moderate gap between his behavior and the requirements for this competency which indicates a potential for improvement.

The reliability of Andrew's answers was 99.2%. This means a high likelihood that Andrew was truthful, accurately self-aware, and able to concentrate on the questionnaire.

### Overall Percentage of Suitability Fit = 74%



### Essential traits (in order of importance)

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

#### Knowing Oneself:

Admits mistakes and is open to feedback from others; reflects on self-improvement efforts while at the same time is self-accepting; manages stress and pressure.

#### Relationship Leadership:

Influences, inspires and guides others to develop their collaboration skills and teamwork; manages interpersonal conflict in order to increase productivity, trust, and group synergy.

#### Self-Motivation and Self-Management:

Strives to achieve excellence; takes action to benefit from opportunities; has a positive mindset to pursue challenging goals; is adaptive to change while staying focused on the intended results.

#### Social Awareness and Service Orientation:

Relates to others with empathy and caring; is able to achieve win-win outcomes through a balance of assertiveness and helpfulness; enjoys contributing to the good of the whole; anticipates customer needs; takes actions in service of the success of the organization.

