

## Harrison Assessments Suitability

This report identifies the specific factors related to this Leadership Profile - Resilience & Perseverance behavioral competency and shows how the employee's score for each related factor impacts success for this behavioral competency.

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.

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.

### Essential traits (in order of importance)

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

Negative Impact ← → Positive Impact


Essential Trait	Andrew's Score	Impact Scale										
		Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
<b>Wants Challenge:</b> 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 very positive impact on job satisfaction and/or performance.	9.4											
<b>Persistent:</b> 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											
<b>Self-improvement:</b> The tendency to attempt to develop or better oneself Narrative: Andrew has an intention to improve himself. Andrew's level of interest in self-improvement will probably have a slightly positive impact on job satisfaction and/or performance.	6.6											
<b>Optimistic:</b> 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. Andrew's positive attitude will probably have a positive impact on job satisfaction and/or performance.	9.5											
<b>Authoritative:</b> 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 will probably have a somewhat positive impact on job satisfaction and/or performance.	8.6											

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Negative Impact 

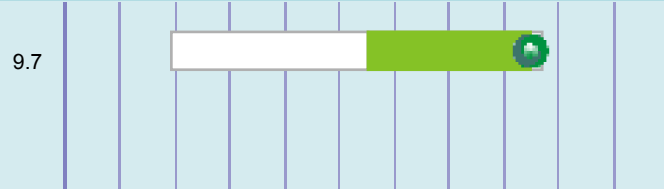
Positive Impact 

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

#### 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 tolerance of pressure will probably have a 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 

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

#### 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.



#### Tempo:

The enjoyment of work that needs to be done quickly

Narrative: Andrew likes to work quite quickly.



#### Assertive:

The tendency to put forward personal wants and needs

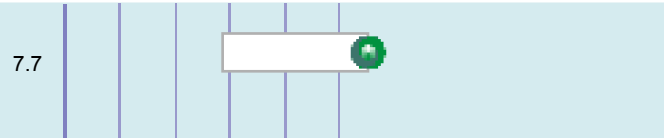
Narrative: Andrew moderately puts forward his own needs. Andrew's degree of assertiveness is sufficient for this job.



#### Flexible:

The tendency to easily adapt to change

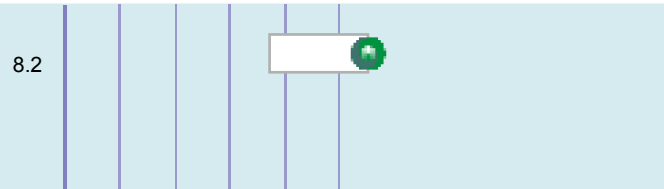
Narrative: Andrew tends to be quite adaptive and comfortable with change. Andrew's degree of flexibility is sufficient for this job.



#### 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.





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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 

	Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p><b>Rebellious Autonomy:</b> The tendency to attempt to gain freedom from authority without taking sufficient and appropriate initiative Narrative: Andrew probably does not have a significant degree of rebellious autonomy. Andrew's degree of rebellious autonomy will NOT hinder performance.</p>	0.9						
<p><b>Dogmatic:</b> 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.</p>	0.0						
<p><b>Dominating:</b> The tendency to be assertive with one's own needs while failing to respond to other people's needs Narrative: Andrew probably does not have a significant degree of being dominating. Andrew's degree of being dominating will NOT hinder performance.</p>	0.0			