



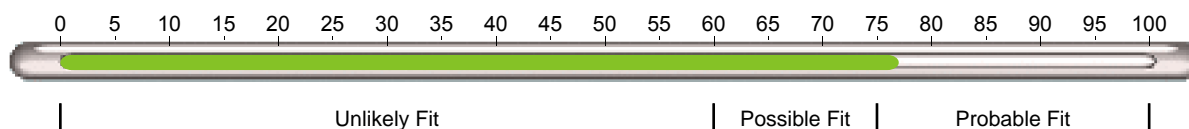
Harrison Assessments Suitability

This section includes work preferences and tendencies that you have selected for this job. The score to the right of each factor shows 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 analysing the consistency of the answers on the questionnaire. ID: DEMO1's consistency score is 96 which indicates that ID: DEMO1 is 99.2% consistent in answering the questionnaire. This indicates a high likelihood that ID: DEMO1 was truthful, accurately self-aware, and able to concentrate on the questionnaire.

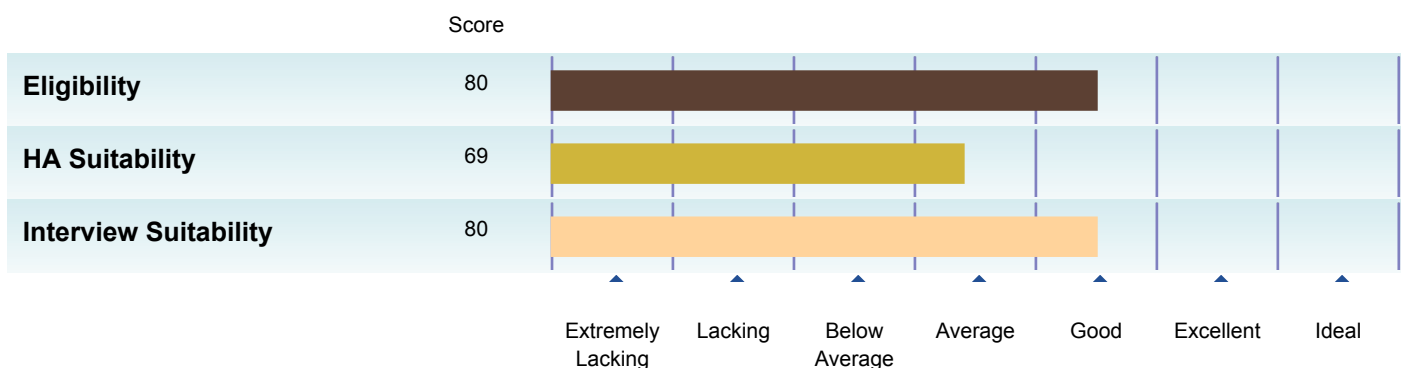
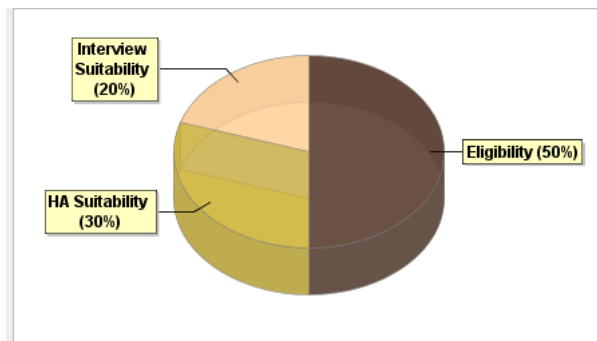
Overall Percentage of Job Fit = 77%



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 ID: DEMO1 during the interview using the Harrison Assessments interview guide.



Harrison Assessments Suitability

Essential traits (in order of importance) Essential traits are traits in which higher scores generally relate to better performance.	Negative Impact ← → Positive Impact											
	ID: DEMO1's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
Finance / business: The interest in commerce or fiscal management Narrative: ID: DEMO1 is fairly interested in business or finance. ID: DEMO1's level of interest in business or finance is sufficient for this job.	7.0											
Authoritative: The desire for decision-making authority and the willingness to accept decision-making responsibility Narrative: ID: DEMO1 has a strong desire to have decision-making authority and is very willing to accept responsibility. ID: DEMO1's degree of enjoyment of having decision-making authority will probably have a slightly positive impact on job satisfaction and/or performance.	8.6											
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.	7.5											
Enthusiastic: The tendency to be eager and excited toward one's own goals Narrative: ID: DEMO1 tends to be quite enthusiastic about his goals. If ID: DEMO1's goals are in alignment with the organization's objectives, he will probably have a drive to achieve those objectives. ID: DEMO1's degree of enthusiasm for his goals will probably have a slightly positive impact on job satisfaction and/or performance.	8.2											
Planning: The tendency to formulate ideas related to the steps and process of accomplishing an objective Narrative: ID: DEMO1 only moderately enjoys planning but probably tends to do it when it is necessary ID: DEMO1's degree of enjoyment of planning will probably have a slightly negative impact on job satisfaction and/or performance.	4.7											
Takes Initiative: The tendency to perceive what is necessary to be accomplished and to proceed on one's own Narrative: ID: DEMO1 very often tends to take initiative. This initiative will help him to achieve objectives. It is very important that the employer provides opportunities for initiative and guidelines regarding the type of initiative that can be taken. Otherwise, the initiative could be contrary to expectations. ID: DEMO1's degree of initiative will probably have a slightly positive impact on job satisfaction and/or performance.	8.7											
Wants Challenge: The willingness to attempt difficult tasks or goals Narrative: ID: DEMO1 is very motivated by challenging tasks or projects and needs challenging work. ID: DEMO1 strongly prefers an employer who is able to offer challenging work. His strong drive for achievement will probably be a good example for others. ID: DEMO1's degree of drive to achieve challenging objectives will probably have a somewhat positive impact on job satisfaction and/or performance.	9.4											

Harrison Assessments Suitability

Essential traits (in order of importance)

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

	ID: DEMO1's Score	Negative Impact					Positive Impact					
		Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
Analyses Pitfalls: The tendency to scrutinise potential difficulties related to a plan or strategy Narrative: ID: DEMO1 usually does not enjoy analysing 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 ID: DEMO1's degree of enjoyment of analysing potential problems will probably have a slightly negative impact on job satisfaction and/or performance.	3.8											
Effective Enforcing: The tendency to skilfully correct others when they are violating rules or performing poorly Narrative: ID: DEMO1's interpersonal preferences and tendencies indicate he is only moderately likely to skilfully enforce rules. ID: DEMO1's degree of willingness to enforce rules will probably have a slightly negative impact on job satisfaction and/or performance.	5.0											
Organised: The tendency to place and maintain order in an environment or situation Narrative: ID: DEMO1 probably prefers not to do much organising. He may do the minimum amount of organising necessary and may occasionally lose efficiency without organising support from others. ID: DEMO1's degree of being organised will probably have a slightly negative impact on job satisfaction and/or performance.	3.9											
Selling: The interest in convincing or influencing others to purchase a product or service Narrative: ID: DEMO1 is only moderately interested in any aspect of selling. ID: DEMO1's lack of interest in any aspect of selling will probably have a slightly negative impact on job satisfaction and/or performance.	5.0											
Wants To Lead: The desire to be in a position to direct or guide others Narrative: ID: DEMO1 has a strong desire to be in a leadership position. He has a strong drive to take charge. ID: DEMO1's degree of willingness to be in a leadership position will probably have a slightly positive impact on job satisfaction and/or performance.	9.2											

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.

	ID: DEMO1's Score	Negative Impact									
		Very strong	Strong	Substantial	Moderate	Slight	no impact				
Enlists Cooperation: The tendency to invite others to participate in or join an effort Narrative: ID: DEMO1 only moderately enjoys enlisting the co-operation of others. ID: DEMO1's degree of enjoyment related to enlisting the co-operation of others is sufficient for this job.	5.0										

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


	ID: DEMO1's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Handles Autonomy: The tendency to have the motivation and self-reliance necessary for a significant amount of independence from immediate supervision (does not indicate the necessary job related knowledge) Narrative: Assuming he has sufficient job-related knowledge, ID: DEMO1 is very likely to take appropriate actions when given a significant amount of independence from supervision. ID: DEMO1's level of ability to handle autonomy is sufficient for this job.	9.3						
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 will probably have a slightly negative impact on job satisfaction and/or performance.	4.5						
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.	8.0						
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 degree of optimism is sufficient for this job.	9.5						
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.	8.6						
Self-acceptance: The tendency to like oneself ("I'm O.K. the way I am") Narrative: ID: DEMO1 is fairly self-accepting. This positive self-regard will probably translate to better interactions with subordinates, co-workers, and clients. ID: DEMO1's degree of self-acceptance is sufficient for this job.	7.0						
Influencing: The tendency to try to persuade others Narrative: ID: DEMO1 very often engages in persuading and influencing others. Assuming he has the right balance of other interpersonal traits, ID: DEMO1 is likely to be skilful in expressing his ideas to staff, co-workers, and/or clients. ID: DEMO1's degree of enjoyment of influencing is sufficient for this job.	8.1						
Outgoing: The tendency to be socially extroverted and the enjoyment of meeting new people Narrative: ID: DEMO1 enjoys meeting new people and is probably very outgoing. ID: DEMO1's degree of enjoyment of meeting new people is sufficient for this job.	9.2						

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.

	ID: DEMO1's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Helpful: The tendency to respond to others' needs and assist or support others to achieve their goals Narrative: ID: DEMO1 tends to be extremely helpful and conscious of others' needs. ID: DEMO1's degree of helpfulness is sufficient for this job.	9.9						
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.	9.9						
Diplomatic: The tendency to state things in a tactful manner Narrative: ID: DEMO1 is very capable of being tactful and tends to state things in a very diplomatic manner. ID: DEMO1's degree of diplomacy is sufficient for this job.	8.6						

Traits to avoid (in order of importance)


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



	ID: DEMO1's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Defensive: The tendency to be self-accepting without sufficiently intending to improve Narrative: ID: DEMO1 probably does not have a significant degree of defensiveness. ID: DEMO1's degree of defensiveness will NOT hinder performance.	0.3						
Pay Minus Motivation: The tendency to have a desire for money that is greater than 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.	0.0						
Blunt: The tendency to be frank or direct without being sufficiently tactful or diplomatic Narrative: ID: DEMO1 probably does not have a significant degree of being blunt. ID: DEMO1's degree of being blunt will NOT hinder performance.	0.0						
Dogmatic: The tendency to be certain of opinions without sufficiently being 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.	0.0						

Harrison Assessments Suitability

Traits to avoid (in order of importance)

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

Negative Impact 

	ID: DEMO1's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Forceful Enforcing: The tendency to enforce rules without sufficiently enlisting others' cooperation Narrative: ID: DEMO1 probably does not have a significant degree of being forceful when enforcing rules. ID: DEMO1's degree of being forceful when enforcing rules will NOT hinder performance.	0.0						
Harsh: The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic 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.	0.0						
Permissive: The tendency to be warm and empathetic without sufficiently enforcing rules or holding others accountable Narrative: ID: DEMO1 probably has a very strong tendency to be permissive. ID: DEMO1 may have difficulty insisting his subordinates follow the rules or perform to their potential. ID: DEMO1's degree of being permissive will probably have a negative impact on job satisfaction and/or performance.	6.8			