

Welcome to the Harrison Career Guide! The Harrison Career Guide is a valuable tool for starting, changing, or developing your career. It measures 175 factors including your task preferences, motivations, work environment preferences, interests, and interpersonal preferences.

The questionnaire includes a technological 'consistency detector' that indicates the reliability of results by analysing the consistency of the answers on the questionnaire. Your consistency score is 11 which indicates that you were 82.2% consistent in answering the questionnaire. This indicates a high likelihood that you were truthful, accurately self-aware, and able to concentrate on the questionnaire.

Disclaimer: This report is based on more than 20 years of research and applied application in more than 60 countries. Although the algorithms that derive the information have proven to be accurate, every statement is not necessarily correct. Harrison Assessments Int'l, and its associated companies do NOT accept any liability of any kind including negligence related to the accuracy or the use of this information.

## Your Task Preferences

The following are tasks you find enjoyable. It would be beneficial to have a career that involves doing most of these tasks (listed in order of importance):

- Enforcing rules
- Fixing or repairing something
- Working with your hands
- Doing something that helps others or society
- Doing something artistic
- Building or making something
- Working with computers

The following are tasks you tend to dislike. It would be beneficial if your career involves doing little of these tasks (listed according to greatest dislike first):

- Public speaking
- Working with numbers
- Doing physical work

## Your Interests

The following are interests that are important to you. It could be beneficial to incorporate some of these interests into your career:

- Health or Medicine
- Food
- Finance or Business
- Writing or Language
- Electronics
- Psychology
- Physical Science
- Manufacturing

## Your Interests

- Legal Matters
- Biology
- Medical Science
- Computer Software
- Computer Hardware

## Your Preferred Work Environment

You don't mind repetitive tasks.

It would be best for you to work indoors.

You will work best in a quiet working environment.

## Your Interpersonal Skills

Generally, you have an optimistic and positive attitude. This will support your career development. You are also generally at ease and reasonably relaxed while working. This achievement is beneficial to your long-term health and well-being. You are moderately able to deal with stress when it occurs.

You have some areas of good interpersonal skills. You are helpful and responsive to others' needs. You are reasonably outgoing. You moderately enjoy trying to influence others. You are extremely empathetic and warm, however you may at times become overly emotional. You tend to be reasonably open-minded, making it easier to communicate with people who have different ideas.

There are some interpersonal areas in which you could improve. You may often have difficulty being frank or direct. You may sometimes have difficulty being tactful. Consequently, you may tend to avoid interpersonal communication and unresolved issues may build up in your working relationships. You have difficulty expressing your own wants and needs. Although you are helpful and conscious of others' needs, you may tend to be a little self-sacrificing at times. You tend to be moderately self-critical. You are uninterested in self-improvement. Consequently, you may have some unresolved issues about yourself. You tend to have a low tolerance of people who are blunt and at times take comments too personally. You may at times be inflexible. This could sometimes cause strain in communications with others.

Overall, if you wish to pursue a career that requires a significant amount of interpersonal skills, you need to further develop these skills.

## Your Motivation

You are moderately self-motivated. You take a great deal of initiative. You prefer work that presents moderate challenges and tasks you know you can achieve, and your goals are very unclear. You want a great deal of autonomy in your work.

You are highly motivated by (listed in the general order of importance):

- A chance to have decision-making authority

## Your Motivation

- A chance to take initiative
- An opportunity to work for someone you respect
- An opportunity to do something worthwhile for society
- An opportunity to be in a leadership position
- Having a stable career

You will probably be demotivated by (listed in the general order of importance):

- Receiving insincere praise

## Your Decision-making

You moderately enjoy analysing facts and decisions, and you are very willing to assume decision-making authority. You are very willing to collaborate with others with regard to making decisions. You are intuitive and you use this intuition very often for making decisions.

You tend to be careful about taking risks, but you are optimistic about the outcome when you do take risks. You have a strong tendency to analyse the potential difficulties of plans and strategies, making it more likely that once you come to a decision you will have thought through the important issues. You may at times tend to agonise over decisions too much.

You normally approach decisions with a reasonably open and reflective mind, and most of your opinions are open for review. When making decisions, you often prefer to try a new approach to a situation. You enjoy planning, but you prefer to spend only a moderate amount of time on details. You usually tend to take your time when making important decisions.

## Your Leadership

Your lack of clear goals could hinder your ability to project a clear vision to others. You are very interested in being in a leadership position. You prefer goals that you know you can achieve, and your goals are unclear at this time. However, your optimism could help you motivate others. Your vision or goal genuinely includes benefiting others or society. In this respect, you are more likely to gain a wider support and acceptance. Your natural tendency to plan will help you achieve the objectives of your organization. You have a moderate tendency to try to influence others, and you give significant importance to trying to enlist the cooperation of others. This will probably enable you to obtain good cooperation from others. You may be uncomfortable making presentations to groups. You will either need to learn to do so, or you could miss out on valuable opportunities to influence groups of people.

Before you can be successful in a leadership position you will need to develop greater self-motivation. You tend to take a great deal of initiative. Consequently you are more likely to be successful in a career and as a leader. However, you may feel tired of having to struggle with obstacles. You tend to be well organised. This could help you to organise the efforts of other people. You may at times tend to be a little too inflexible, causing you to lose potential support from others. You are progressive and innovative. This will surely benefit your leadership.

You are reasonably uninterested in self-improvement. This will hinder your development as a leader. You tend to be hard on yourself. This could even cause you to be hard on other people. Developing greater self-acceptance would probably enable you to become more successful as a leader.

### Your Leadership

You have a desire to work for a capable authority, and one of your most important ideas of a capable leader is that he/she would give you a great deal of autonomy.

In general, your interpersonal skills need further development in order for you to be effective as a leader. Your tendency to mix and interact directly with the people working under you could enable you to gain a better perspective of your organization. You are extremely empathetic and warm which could be beneficial to your leadership. You tend to be strict with regard to rules. Consequently, your coaching style is strict. You may tend to be overly sensitive to people who are very frank. Consequently, others may hesitate to tell you things and you may miss out on important information. You have a participatory style of leadership that is motivating to those you lead and facilitates their development. Your willingness to enlist the cooperation of others is a sign of respect for them.