

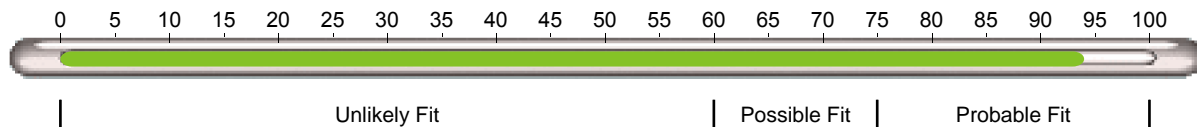
## Harrison Assessments Suitability

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: 995733's consistency score is 93 which indicates that ID: 995733 is 98.6% consistent in answering the questionnaire. This indicates a high likelihood that ID: 995733 was truthful, accurately self-aware, and able to concentrate on the questionnaire.

### Overall Percentage of Suitability Fit = 94%



### Essential traits (in order of importance)

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

Negative Impact ←

→ Positive Impact

	ID: 995733's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
<b>Takes Initiative:</b> The tendency to perceive what is necessary to be accomplished and to proceed on one's own Narrative: ID: 995733 frequently tends to take a great deal of 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: 995733's degree of initiative will probably have a somewhat positive impact on job satisfaction and/or performance.	9.5											
<b>Analytical:</b> The tendency to logically examine facts and situations (not necessarily analytical ability) Narrative: ID: 995733 tends to very often analyse problems and decisions and enjoys it. ID: 995733's degree of enjoyment of analysing will probably have a slightly positive impact on job satisfaction and/or performance.	8.8											
<b>Analyses Pitfalls:</b> The tendency to scrutinise potential difficulties related to a plan or strategy Narrative: ID: 995733 tends to analyse the potential difficulties of plans and strategies. Therefore, ID: 995733 is likely to be reasonably mindful when it comes to making strategic decisions. ID: 995733's degree of enjoyment of analysing potential difficulties is sufficient.	7.4											
<b>Finance / business:</b> The interest in commerce or fiscal management Narrative: ID: 995733 is extremely interested in business or finance. ID: 995733's interest in business or finance will probably have a positive impact on job satisfaction and/or performance.	10.0											

## Harrison Assessments Suitability

### Essential traits (in order of importance)

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Negative Impact



Positive Impact









	ID: 995733's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
<p><b>Wants Challenge:</b> The willingness to attempt difficult tasks or goals Narrative: ID: 995733 is highly motivated by difficult tasks or projects and has a strong need for challenging work. ID: 995733 will probably only remain with an employer who is able to offer challenging work. His strong drive for achievement will probably be a good example for others. ID: 995733's degree of drive to achieve challenging objectives will probably have a somewhat positive impact on job satisfaction and/or performance.</p>	9.8											
<p><b>Wants To Lead:</b> The desire to be in a position to direct or guide others Narrative: ID: 995733 has an extremely strong desire to be in a leadership position. He has a very strong drive to take charge. ID: 995733's degree of willingness to be in a leadership position will probably have a somewhat positive impact on job satisfaction and/or performance.</p>	9.6											
<p><b>Authoritative:</b> The desire for decision-making authority and the willingness to accept decision-making responsibility Narrative: ID: 995733 has a strong desire to have decision-making authority and is very willing to accept responsibility. ID: 995733's degree of enjoyment of having decision-making authority will probably have a slightly positive impact on job satisfaction and/or performance.</p>	8.7											
<p><b>Enthusiastic:</b> The tendency to be eager and excited toward one's own goals Narrative: ID: 995733 tends to be only moderately enthusiastic about his goals. His goals may lack a little clarity. ID: 995733's degree of enthusiasm for his goals will probably have a slightly negative impact on job satisfaction and/or performance.</p>	4.8											
<p><b>Persistent:</b> The tendency to be tenacious despite encountering significant obstacles Narrative: ID: 995733 is extremely determined and perseveres with a task despite many obstacles. ID: 995733's degree of enjoyment of persistence will probably have a somewhat positive impact on job satisfaction and/or performance.</p>	9.9											
<p><b>Planning:</b> The tendency to formulate ideas related to the steps and process of accomplishing an objective Narrative: ID: 995733 enjoys planning and probably tends to do it reasonably often. ID: 995733's degree of enjoyment of planning is sufficient for this job.</p>	6.7											

## 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: 995733's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p><b>Collaborative:</b> The tendency to collaborate with others when making decisions Narrative: ID: 995733 enjoys collaboration and is probably quite willing to collaborate with others with regard to making important decisions. ID: 995733's degree of enjoyment of collaborating is sufficient for this job.</p>	8.3						
<p><b>Enlists Cooperation:</b> The tendency to invite others to participate in or join an effort Narrative: ID: 995733 enjoys enlisting the co-operation of others and probably tends to do so frequently. ID: 995733's degree of enjoyment related to enlisting the co-operation of others is sufficient for this job.</p>	8.5						
<p><b>Handles Conflict:</b> The tendency to skilfully face discord or strife, and the interpersonal skills necessary to deal with it effectively Narrative: ID: 995733's preferences indicate that he is probably very effective at handling conflict. ID: 995733's level of ability to deal with conflict is sufficient for this job.</p>	8.8						
<p><b>Influencing:</b> The tendency to try to persuade others Narrative: ID: 995733 frequently engages in persuading and influencing others. Assuming he has the right balance of other interpersonal traits, ID: 995733 is likely to be skilful in expressing his ideas to staff, co-workers, and/or clients. ID: 995733's degree of enjoyment of influencing is sufficient for this job.</p>	9.4						
<p><b>Numerical:</b> The enjoyment of counting, calculating, or analysing quantities using mathematics Narrative: ID: 995733 generally enjoys working with numbers. ID: 995733's degree of enjoyment of working with numbers is sufficient for this job.</p>	6.8						
<p><b>Optimistic:</b> The tendency to believe the future will be positive Narrative: ID: 995733 tends to be generally optimistic and cheerful. ID: 995733's positive attitude will be somewhat beneficial when dealing with staff and co-workers. ID: 995733's degree of optimism is sufficient for this job.</p>	7.1						
<p><b>Organised:</b> The tendency to place and maintain order in an environment or situation Narrative: ID: 995733 tends to be quite well organised. ID: 995733's degree of being organised is sufficient for this job.</p>	8.3						
<p><b>Pressure Tolerance:</b> The level of comfort related to working under deadlines and busy schedules Narrative: ID: 995733 is extremely likely to work well under the pressure of deadlines and tight schedules. ID: 995733's degree of tolerance of pressure is sufficient for this job.</p>	10.0						

## 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: 995733's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p><b>Self-acceptance:</b> The tendency to like oneself ("I'm O.K. the way I am") Narrative: ID: 995733 is quite self-accepting. ID: 995733's degree of self-acceptance is sufficient for this job.</p>	7.5						
<p><b>Self-improvement:</b> The tendency to attempt to develop or better oneself Narrative: ID: 995733 has only a moderate interest in self-improvement. ID: 995733's degree of interest in self-improvement is sufficient for this job.</p>	5.2						
<p><b>Systematic:</b> The enjoyment of tasks that require carefully or methodically thinking through steps. Narrative: ID: 995733 only moderately enjoys work that requires being systematic and tends to be only moderately systematic. ID: 995733's degree of being systematic is sufficient for this job.</p>	5.4						
<p><b>Diplomatic:</b> The tendency to state things in a tactful manner Narrative: ID: 995733 is quite capable of being tactful and usually tends to state things in a diplomatic manner. ID: 995733's degree of diplomacy is sufficient for this job.</p>	8.3						
<p><b>Frank:</b> The tendency to be straightforward, direct, to the point, and forthright Narrative: ID: 995733 is quite capable of being frank and tends to state things in a direct manner. ID: 995733's degree of frankness is sufficient for this job.</p>	8.0						
<p><b>Writing / language:</b> The interest in work that involves formulating words to convey meaning (i.e., journalism or translator) Narrative: ID: 995733 is very interested in writing or language. ID: 995733's level of interest in writing or language is sufficient for this job.</p>	9.0						
<p><b>Effective Enforcing:</b> The tendency to skilfully correct others when they are violating rules or performing poorly Narrative: ID: 995733's interpersonal preferences and tendencies indicate he is very likely to skilfully enforce rules. ID: 995733's degree of willingness to enforce rules is sufficient for this job.</p>	9.1						
<p><b>Helpful:</b> The tendency to respond to others' needs and assist or support others to achieve their goals Narrative: ID: 995733 tends to be fairly helpful and conscious of others' needs. ID: 995733's degree of helpfulness is sufficient for this job.</p>	7.4						

## 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: 995733's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p><b>Warmth / empathy:</b> The tendency to express positive feelings and affinity towards others Narrative: ID: 995733 moderately expresses warmth and empathy. ID: 995733's degree of expressing warmth and empathy is sufficient for this job.</p>	5.6						
<p><b>Certain:</b> The tendency to feel confident in one's opinions Narrative: ID: 995733 is fairly certain of his opinions. ID: 995733's degree of certainty about his opinions is sufficient.</p>	6.8						
<p><b>Experimenting:</b> The tendency to try new things and new ways of doing things Narrative: ID: 995733 very much enjoys trying new things and frequently experiments with new ways of doing things. ID: 995733 wants to be at the 'cutting edge' of his expertise. ID: 995733's degree of enjoyment of experimentation is sufficient for this job.</p>	9.0						
<p><b>Open / reflective:</b> The tendency to reflect on many different viewpoints Narrative: ID: 995733 enjoys reflecting on different ideas and opinions and is generally open-minded. ID: 995733 is likely to be good at brainstorming. ID: 995733's degree of enjoyment of reflecting on different ideas and opinions is sufficient.</p>	8.0						
<p><b>Precise:</b> The enjoyment of work that requires being exact and the tendency to be detail oriented Narrative: ID: 995733 usually prefers not to perform precision tasks. He prefers not to be in a role that continually requires precision and may at times lack attention to detail. ID: 995733's degree of exactness is sufficient for this job.</p>	4.1						
<p><b>Manages Stress Well:</b> The tendency to deal effectively with strain and difficulty when it occurs Narrative: ID: 995733 is very able to manage stress. ID: 995733's level of ability to manage stress is sufficient.</p>	9.1						

### Traits to avoid (in order of importance)

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








	ID: 995733's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p><b>Blindly Optimistic:</b> The tendency to grasp the possible benefits of a plan or strategy without sufficiently analysing the potential difficulties or pitfalls Narrative: ID: 995733 probably does not have a significant degree of being blindly optimistic. ID: 995733's degree of being blindly optimistic will NOT hinder performance.</p>	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: 995733's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p><b>Defensive:</b></p> <p>The tendency to be self-accepting without sufficiently intending to improve</p> <p>Narrative: ID: 995733 probably has only a slight tendency to be defensive. ID: 995733 may place a little too much emphasis on being right, making him less receptive to feedback from others. Thus, ID: 995733 may have more difficulty learning important interpersonal skills that are essential for co-operative interaction and effective communication. ID: 995733's degree of defensiveness will NOT hinder performance.</p>	2.3						
<p><b>Dogmatic:</b></p> <p>The tendency to be certain of opinions without sufficiently being open to different ideas</p> <p>Narrative: ID: 995733 probably does not have a significant degree of being dogmatic. ID: 995733's degree of being dogmatic will NOT hinder performance.</p>	0.0						
<p><b>Impulsive:</b></p> <p>The tendency to take risks without sufficient analysis of the potential difficulties</p> <p>Narrative: ID: 995733 probably does not have a significant degree of being impulsive with risks. ID: 995733's degree of being impulsive when making decisions will NOT hinder performance.</p>	0.0						
<p><b>Pay Minus Motivation:</b></p> <p>The tendency to have a desire for money that is greater than the personal drive necessary to earn it</p> <p>Narrative: ID: 995733 probably does not have a significant degree of having a desire for high pay that is greater than his level of motivation. ID: 995733's level of motivation as compared to his desire for high pay will support job satisfaction and will NOT hinder performance.</p>	0.0						
<p><b>Sceptical:</b></p> <p>The tendency to focus on the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits</p> <p>Narrative: ID: 995733 probably does not have a significant degree of scepticism. ID: 995733's degree of being sceptical will NOT hinder performance.</p>	0.3						
<p><b>Forceful Enforcing:</b></p> <p>The tendency to enforce rules without sufficiently enlisting others' cooperation</p> <p>Narrative: ID: 995733 probably does not have a significant degree of being forceful when enforcing rules. ID: 995733's degree of being forceful when enforcing rules will NOT hinder performance.</p>	0.0						
<p><b>Harsh:</b></p> <p>The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic</p> <p>Narrative: ID: 995733 probably has only a very slight tendency to be harsh or overly strict. ID: 995733's degree of harshness will NOT hinder performance.</p>	1.5						

## 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: 995733's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p><b>Blunt:</b> The tendency to be frank or direct without being sufficiently tactful or diplomatic Narrative: ID: 995733 probably does not have a significant degree of being blunt. ID: 995733's degree of being blunt will NOT hinder performance.</p>	0.0						
<p><b>Permissive:</b> The tendency to be warm and empathetic without sufficiently enforcing rules or holding others accountable Narrative: ID: 995733 probably does not have a significant degree of permissiveness. ID: 995733's degree of permissiveness will NOT hinder performance.</p>	0.0						
<p><b>Authoritarian:</b> The tendency to make decisions independently without sufficiently collaborating with others Narrative: ID: 995733 probably does not have a significant degree of making decisions without sufficiently collaborating. ID: 995733's degree of being authoritarian when enforcing rules will NOT hinder performance.</p>	0.5						
<p><b>Self-critical:</b> The tendency to seek self-improvement without sufficiently being self-accepting Narrative: ID: 995733 probably does not have a significant degree of self-criticalness. ID: 995733's degree of self-criticalness will NOT hinder performance.</p>	0.0						
<p><b>Dominating:</b> The tendency to be assertive of one's needs without sufficiently being helpful to others Narrative: ID: 995733 probably does not have a significant degree of being dominating. ID: 995733's degree of being dominating will NOT hinder performance.</p>	0.0						
<p><b>Evasive:</b> The tendency to be tactful without being sufficiently direct Narrative: ID: 995733 probably does not have a significant degree of being evasive. ID: 995733's degree of being evasive will NOT hinder performance.</p>	0.4						
<p><b>Insensitive:</b> The tendency to be assertive with one's own needs without being sufficiently warm and empathetic Narrative: ID: 995733 probably does not have a significant degree of being insensitive. ID: 995733's degree of being insensitive will NOT hinder performance.</p>	0.0						