



Harrison Assessments Suitability

Essential traits (in order of importance)

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

Negative Impact 

Positive Impact 

ID: 945471's Score

Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
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Wants Challenge:

The willingness to attempt difficult tasks or goals

4.3

Narrative: ID: 945471 may tend to hesitate to attempt challenging tasks or projects and probably prefers to avoid tasks or projects she is not sure she can achieve. ID: 945471's degree of drive to achieve challenging objectives will probably have a somewhat negative impact on job satisfaction and/or performance.

Wants To Lead:

The desire to be in a position to direct or guide others

9.4

Narrative: ID: 945471 has a strong desire to be in a leadership position. She has a strong drive to take charge. ID: 945471's degree of willingness to be in a leadership position will probably have a somewhat positive impact on job satisfaction and/or performance.

Authoritative:

The desire for decision-making authority and the willingness to accept decision-making responsibility

9.1

Narrative: ID: 945471 has a strong desire to have decision-making authority and is very willing to accept responsibility. ID: 945471's degree of enjoyment of having decision-making authority will probably have a slightly positive impact on job satisfaction and/or performance.

Enthusiastic:

The tendency to be eager and excited toward one's own goals

3.9

Narrative: ID: 945471 may tend to be a little lacking in enthusiasm for her goals and she may lack clarity about goals. This could indicate a lack of enthusiasm for the organization's objectives. ID: 945471's degree of enthusiasm for her goals will probably have a somewhat negative impact on job satisfaction and/or performance.

Persistent:

The tendency to be tenacious despite encountering significant obstacles

5.2

Narrative: ID: 945471 may tend to be only moderately persistent and prefers to avoid occupying a position which requires the overcoming of many obstacles. ID: 945471's degree of enjoyment of having to overcome obstacles will probably have a slightly negative impact on job satisfaction and/or performance.

Planning:

The tendency to formulate ideas related to the steps and process of accomplishing an objective

6.6

Narrative: ID: 945471 enjoys planning and probably tends to do it reasonably often. ID: 945471's degree of enjoyment of planning is sufficient for this job.

Organised:

The tendency to place and maintain order in an environment or situation

6.5

Narrative: ID: 945471 tends to be fairly well organised. ID: 945471's degree of being organised is sufficient for this job.

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: 945471's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
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Collaborative:

The tendency to collaborate with others when making decisions
 Narrative: ID: 945471 very much enjoys collaboration and is probably very willing to collaborate with others with regard to making important decisions. ID: 945471's degree of enjoyment of collaborating is sufficient for this job.

8.5						
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Enlists Cooperation:

The tendency to invite others to participate in or join an effort
 Narrative: ID: 945471 usually enjoys enlisting the co-operation of others. ID: 945471's degree of enjoyment related to enlisting the co-operation of others is sufficient for this job.

7.3						
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Handles Conflict:

The tendency to skilfully face discord or strife, and the interpersonal skills necessary to deal with it effectively
 Narrative: ID: 945471's preferences indicate that she probably has only moderately level of effectiveness when handling conflict. ID: 945471's level of ability to deal with conflict is sufficient for this job.

6.4						
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Influencing:

The tendency to try to persuade others
 Narrative: ID: 945471 has a moderate tendency to persuade or influence others. Although ID: 945471 may not shy away from trying to influence staff, co-workers, and clients, it is probably not her first choice in activities. ID: 945471's degree of enjoyment of influencing is sufficient for this job.

6.2						
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Numerical:

The enjoyment of counting, calculating, or analysing quantities using mathematics
 Narrative: ID: 945471 would dislike having to work with numbers as part of her work. ID: 945471's degree of enjoyment of working with numbers will probably have a somewhat negative impact on job satisfaction and/or performance.

3.0						
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Optimistic:

The tendency to believe the future will be positive
 Narrative: ID: 945471 tends to be optimistic and cheerful. ID: 945471's positive attitude will be beneficial when dealing with staff and co-workers. ID: 945471's degree of optimism is sufficient for this job.

8.1						
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Pressure Tolerance:

The level of comfort related to working under deadlines and busy schedules
 Narrative: ID: 945471 is moderately likely to work well under the pressure of deadlines and tight schedules. ID: 945471's degree of tolerance of pressure is sufficient for this job.

6.2						
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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: 945471's
Score

Very strong
Strong
Substantial
Moderate
Slight
no impact

Self-acceptance:

The tendency to like oneself ("I'm O.K. the way I am")

Narrative: ID: 945471 is a little lacking in self-acceptance. This limited self-regard may interfere with positive interactions with subordinates, co-workers or clients. ID: 945471's degree of self-acceptance will probably have a somewhat negative impact on job satisfaction and/or performance.

3.6

Self-improvement:

The tendency to attempt to develop or better oneself

Narrative: ID: 945471 may be quite uninterested in self-improvement. ID: 945471's degree of interest in self-improvement will probably have a somewhat negative impact on job satisfaction and/or performance.

3.4

Systematic:

The enjoyment of tasks that require carefully or methodically thinking through steps.

Narrative: ID: 945471 moderately enjoys work that requires being systematic and tends to be moderately systematic. ID: 945471's degree of being systematic is sufficient for this job.

5.5

Diplomatic:

The tendency to state things in a tactful manner

Narrative: ID: 945471 may occasionally tend to lack diplomacy when communicating. ID: 945471's degree of diplomacy is sufficient for this job.

3.8

Frank:

The tendency to be straightforward, direct, to the point, and forthright

Narrative: ID: 945471 may tend to be lacking in direct and frank communication. ID: 945471's degree of frankness will probably have a somewhat negative impact on job satisfaction and/or performance.

2.6

Writing / language:

The interest in work that involves formulating words to convey meaning (i.e., journalism or translator)

Narrative: ID: 945471 is quite interested in writing or language. ID: 945471's level of interest in writing or language is sufficient for this job.

8.0

Effective Enforcing:

The tendency to skilfully correct others when they are violating rules or performing poorly

Narrative: ID: 945471's interpersonal preferences and tendencies indicate she is moderately likely to skilfully enforce rules. ID: 945471's degree of willingness to enforce rules is sufficient for this job.

5.6

Helpful:

The tendency to respond to others' needs and assist or support others to achieve their goals

Narrative: ID: 945471 tends to be quite helpful and conscious of others' needs. ID: 945471's degree of helpfulness is sufficient for this job.

8.4

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.

Warmth / empathy:

The tendency to express positive feelings and affinity towards others
Narrative: ID: 945471 frequently expresses warmth and empathy. ID: 945471's degree of expressing warmth and empathy is sufficient for this job.

Certain:

The tendency to feel confident in one's opinions
Narrative: ID: 945471 may often question if her own opinions are correct. ID: 945471's degree of certainty about her opinions is sufficient.

Experimenting:

The tendency to try new things and new ways of doing things
Narrative: ID: 945471 enjoys trying new things and often experiments with new ways of doing things. ID: 945471's degree of enjoyment of experimentation is sufficient for this job.

Open / reflective:

The tendency to reflect on many different viewpoints
Narrative: ID: 945471 generally enjoys reflecting on different ideas and opinions, and she is relatively open-minded. ID: 945471's degree of enjoyment of reflecting on different ideas and opinions is sufficient.

Precise:

The enjoyment of work that requires being exact and the tendency to be detail oriented
Narrative: ID: 945471 only moderately enjoys precision tasks. She can be precise, but prefers not to be in a role that continually requires a great deal of precision or focusing on details. ID: 945471's degree of exactness is sufficient for this job.

Manages Stress Well:

The tendency to deal effectively with strain and difficulty when it occurs
Narrative: ID: 945471 is generally able to manage stress. ID: 945471's level of ability to manage stress is sufficient.

Negative Impact 

ID: 945471's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
9.8						
3.6						
7.7						
6.6						
5.1						
5.8						


Traits to avoid (in order of importance)

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

Blindly Optimistic:

The tendency to focus on the possible benefits of a plan or strategy, while failing to adequately see the potential difficulties
Narrative: ID: 945471 probably does not have a significant degree of being blindly optimistic. ID: 945471's degree of being blindly optimistic will NOT hinder performance.

Negative Impact 

ID: 945471's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
0.0						

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Traits to avoid (in order of importance)

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

Defensive:

The tendency to focus on self-acceptance while avoiding self-improvement (The attitude "I'm O.K. and I don't need to improve")
Narrative: ID: 945471 probably does not have a significant degree of defensiveness. ID: 945471's degree of defensiveness will NOT hinder performance.

Dogmatic:

The tendency to be certain of one's own opinions while at the same time not open to different ideas
Narrative: ID: 945471 probably does not have a significant degree of being dogmatic. ID: 945471's degree of being dogmatic will NOT hinder performance.

Impulsive:

The tendency to take risks without sufficient analysis of the potential difficulties
Narrative: ID: 945471 probably does not have a significant degree of being impulsive with risks. ID: 945471's degree of being impulsive when making decisions will NOT hinder performance.

Pay Minus Motivation:

The tendency to have a strong desire for money while lacking the personal drive necessary to earn it
Narrative: ID: 945471's desire for high pay is probably very slightly stronger than her level of motivation. Since a high level of motivation is usually necessary to achieve high pay, she may occasionally perceive she is not being paid enough. ID: 945471's level of motivation as compared to her desire for high pay will support job satisfaction and will NOT hinder performance.

Sceptical:

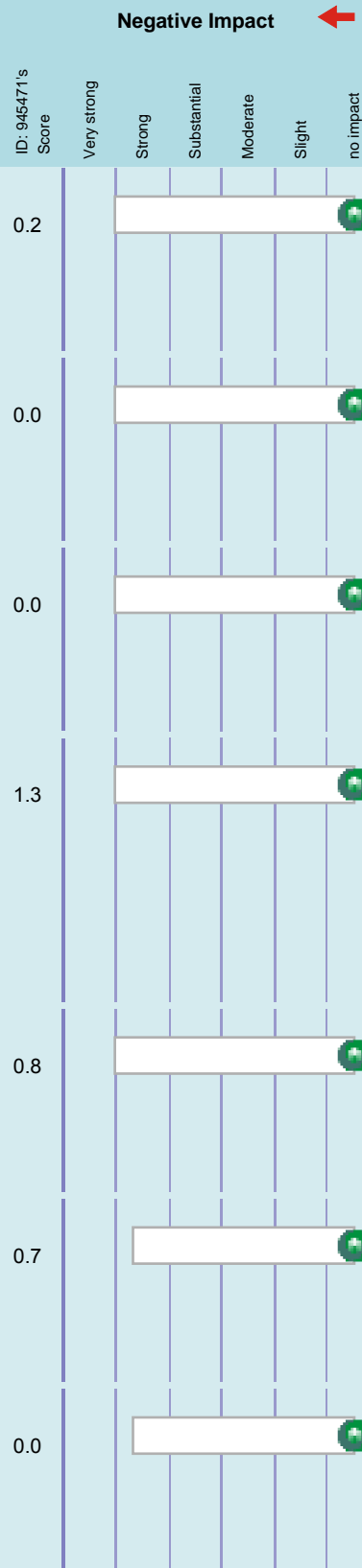
The tendency to overly emphasise the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits
Narrative: ID: 945471 probably does not have a significant degree of scepticism. ID: 945471's degree of being sceptical will NOT hinder performance.

Forceful Enforcing:

The tendency to try to make others follow rules or procedures without sufficient attempts to enlist their cooperation
Narrative: ID: 945471 probably does not have a significant degree of being forceful when enforcing rules. ID: 945471's degree of being forceful when enforcing rules will NOT hinder performance.

Harsh:

The tendency to be overly strict or punitive when enforcing rules and procedures
Narrative: ID: 945471 probably does not have a significant tendency to be harsh or overly strict. ID: 945471's degree of harshness will NOT hinder performance.









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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 

	ID: 945471's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Blunt: The tendency to be frank or direct while lacking in diplomacy or tact Narrative: ID: 945471 probably does not have a significant degree of being blunt. ID: 945471's degree of being blunt will NOT hinder performance.</p>	0.0						
<p>Permissive: The tendency to be overly empathetic, failing to enforce necessary rules or make necessary corrections to subordinates' behaviour Narrative: ID: 945471 probably has only a very slight tendency to be permissive. ID: 945471 may be a little lenient with subordinates regarding following the rules or performing to their potential. ID: 945471's degree of permissiveness will NOT hinder performance.</p>	1.9						
<p>Authoritarian: The tendency to make decisions without collaborating with others Narrative: ID: 945471 probably does not have a significant degree of making decisions without sufficiently collaborating. ID: 945471's degree of being authoritarian when enforcing rules will NOT hinder performance.</p>	0.6						
<p>Self-critical: Disliking oneself in the context of self-improvement Narrative: ID: 945471 probably does not have a significant degree of self-criticalness. ID: 945471's degree of self-criticalness will NOT hinder performance.</p>	0.0						
<p>Dominating: The tendency to be assertive with one's own needs while failing to respond to other people's needs Narrative: ID: 945471 probably does not have a significant degree of being dominating. ID: 945471's degree of being dominating will NOT hinder performance.</p>	0.0						
<p>Evasive: The tendency to be tactful without being sufficiently direct Narrative: ID: 945471 probably does not have a significant degree of being evasive. ID: 945471's degree of being evasive will NOT hinder performance.</p>	1.1						
<p>Insensitive: The tendency to be assertive with one's own needs while lacking sufficient warmth for others Narrative: ID: 945471 probably does not have a significant degree of being insensitive. ID: 945471's degree of being insensitive will NOT hinder performance.</p>	0.0						