

The report lists ID: 996900's traits and corresponding scores in descending order for each trait category. The trait definitions are to the right of each trait. If a position was selected when running this report, the traits related to the position will be highlighted in **green** for Essential Traits, **blue** for Desirable Traits, and **red** for Traits to Avoid that could hinder ID: 996900's performance.

The questionnaire includes a technological 'consistency detector' that indicates the reliability of results by analysing the consistency of the answers on the questionnaire. ID: 996900's consistency score is 69 which indicates that ID: 996900 is 93.8% consistent in answering the questionnaire. This indicates a high likelihood that ID: 996900 was truthful, accurately self-aware, and able to concentrate on the questionnaire.

A single asterisk, *, indicates that there are some inconsistencies related to this trait, but the result is probably reliable. A double asterisks, **, indicates that there are some inconsistencies related to this trait, and the result is probably questionable.

Traits

These are the primary work preference and personality factors measured in the Harrison Assessments system, listed in order of ID: 996900's scores.

Life Themes - ID: 996900's life themes, highest values, key potential strengths

Trait	ID: 996900's Score	Description
Wants Capable Leader	9.9	The desire to have a leader one perceives to be capable
Wants Recognition	9.9	The desire for positive acknowledgement (from others) related to one's abilities and strengths
Enthusiastic	9.7	The tendency to be eager and excited toward one's own goals
Analyses Pitfalls	9.6	The tendency to scrutinise potential difficulties related to a plan or strategy
Takes Initiative	9.5	The tendency to perceive what is necessary to be accomplished and to proceed on one's own

Strengths and Preferred Focus - ID: 996900's potential strength and preferred focus

Trait	ID: 996900's Score	Description
Wants To Lead	9.5	The desire to be in a position to direct or guide others
Self-improvement	9.4	The tendency to attempt to develop or better oneself
Self-motivated	9.3	The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals
Analytical	9.2	The tendency to logically examine facts and situations (not necessarily analytical ability)
Flexible	8.7	The tendency to easily adapt to change
Warmth / empathy	8.7	The tendency to express positive feelings and affinity towards others
Optimistic	8.6	The tendency to believe the future will be positive
Planning	8.5	The tendency to formulate ideas related to the steps and process of accomplishing an objective
Experimenting	8.4	The tendency to try new things and new ways of doing things
Wants Challenge	8.4	The willingness to attempt difficult tasks or goals
Tempo	8.0	The enjoyment of work that needs to be done quickly
Diplomatic	8.0	The tendency to state things in a tactful manner
Authoritative	8.0	The desire for decision-making authority and the willingness to accept decision-making responsibility
Collaborative	7.7	The tendency to collaborate with others when making decisions
Wants Autonomy	7.5	The desire to have freedom or independence from authority

Traits

Acceptable Areas - ID: 996900's moderate strengths and preferences

Trait	ID: 996900's Score	Description
Open / reflective	7.4	The tendency to reflect on many different viewpoints
Risking	7.2	The tendency to feel comfortable with business ventures that involve uncertainty
Persistent	7.2 *	The tendency to be tenacious despite encountering significant obstacles
Intuitive	7.1	The tendency to use hunches to help make decisions (not necessarily intuitive capabilities)
Manages Stress Well	7.1	The tendency to deal effectively with strain and difficulty when it occurs
Certain	6.7	The tendency to feel confident in one's opinions
Comfort With Conflict	6.7	The tendency to be comfortable with confrontation or strife
Enlists Cooperation	6.3 *	The tendency to invite others to participate in or join an effort
Tolerance Of Bluntness	6.3	The level of comfort related to receiving abrupt or frank communications from others
Wants Stable Career	6.2	The desire for long-term or permanent employment
Outgoing	6.1 *	The tendency to be socially extroverted and the enjoyment of meeting new people
Organised	6.1	The tendency to place and maintain order in an environment or situation
Enforcing	5.8	The tendency to insist upon necessary rules being followed
Relaxed	5.8 *	The tendency to feel at ease or calm while working
Systematic	5.7	The enjoyment of tasks that require carefully or methodically thinking through steps.
Helpful	5.6	The tendency to respond to others' needs and assist or support others to achieve their goals

Willing to do - Areas in which ID: 996900 is willing if not required a large percentage of the time

Trait	ID: 996900's Score	Description
Influencing	5.1	The tendency to try to persuade others
Cause Motivated	5.1	The tendency to be motivated to help society
Assertive	4.5	The tendency to put forward personal wants and needs
Self-acceptance	4.5	The tendency to like oneself ("I'm O.K. the way I am")
Frank	4.4	The tendency to be straightforward, direct, to the point, and forthright
Wants Diplomacy	3.9	The desire for others to be tactful
Precise	3.8	The enjoyment of work that requires being exact and the tendency to be detail oriented
Wants High Pay	3.8	The desire to earn greater remuneration

Prefer Not to Do It - ID: 996900 would prefer to be doing other things than these

Trait	ID: 996900's Score	Description
Wants Frankness	3.4	The desire for others to be direct, straightforward, and to the point
Tolerance Of Structure	3.3	The tolerance of following rules, schedules, and procedures created by someone else

Retention and Engagement Factors

These are ID: 996900's retention and engagement factors listed in order.

Retention and Engagement Factors	ID: 996900's Score	Description
Wants Opinions Valued	10.0	The desire to have an employer who listens and gives importance to one's views

Retention and Engagement Factors

Retention and Engagement Factors	ID: 996900's Score	Description
Wants Advancement	9.0	The desire to have work opportunities to expand one's career or responsibilities
Wants Development	8.0	The desire to have work opportunities to learn new skills or increase abilities
Wants Appreciation	7.0	The desire to have an employer who expresses appreciation for one's work
Wants To Be Informed	6.0	The desire to have an employer who freely shares information related to one's work or job
Wants Social Opportunities	5.0	The desire to have a workplace that enables one to meet and interact with others
Wants Work/Life Balance	4.0	The desire to have sufficient time away from work for rest, enjoyment, or family
Wants Personal Help	3.0	The desire to receive some type of employer support related to one's personal difficulties
Wants Flexible Work Time	2.0	The desire to have adjustable working hours or holiday schedules
Wants Quick Pay Increases	1.0	The desire to have an employer who offers relatively frequent pay increases

Task Preferences

These are tasks listed in order of ID: 996900's preferences.

Task Preference	ID: 996900's Score	Description
Research / learning	7.6	The enjoyment of gathering and comprehending new information
Teaching	6.7	The enjoyment of instructing, training, or educating others
Building / making	5.9	The enjoyment of constructing or putting together anything
Numerical	5.8	The enjoyment of counting, calculating, or analysing quantities using mathematics
Public Speaking	5.4	The enjoyment of presenting or articulating information to groups of people
Physical Work	4.2	The enjoyment of work that involves substantial bodily effort
Artistic	3.1	The enjoyment of making things look beautiful or attractive
Computers	3.0	The enjoyment of working with electronic machines that calculate, store, or analyse information
Clerical	2.6	The enjoyment of tasks such as typing or filing or organising information
Mechanical	2.5	The enjoyment of work that involves fixing or repairing something
Driving	2.1	The enjoyment of operating a motor vehicle
Manual Work	2.0	The enjoyment of work that involves using one's hands

Interests

These are interests listed in order of ID: 996900's areas of interest.

Interest	ID: 996900's Score	Description
Psychology	9.0	The interest in human mental functions including mannerisms, actions, attitudes, and abilities
Finance / business	9.0	The interest in commerce or fiscal management
Legal Matters	8.0	The interest in rules created by social institutions to govern society and business
Biology	7.0	The interest in the structure, function, growth, evolution, distribution, or taxonomy of living organisms
Medical Science	7.0	The interest in at least one of the applied sciences related to healthcare
Physical Science	7.0	The interest in the physics and chemistry of nature
Manufacturing	7.0	The interest in the production of products using labor, machines, or chemicals
Science	7.0	The interest in any body of knowledge that uses a systematic method for achieving knowledge
Health / medicine	7.0	The interest in health or medicine

Interests

Interest	ID: 996900's Score	Description
Selling	6.0	The interest in convincing or influencing others to purchase a product or service
Travel	6.0	The interest in work that involves frequently taking a journey
Electronics	6.0	The interest in designing, assembling, repairing, or operating automated or computerised equipment
Animals	6.0	The interest in working with mammals, birds, reptiles, or fish
Computer Hardware	6.0	The interest in the physical elements that constitute a computer system
Computer Software	6.0	The interest in the non-tangible program components of computers
Writing / language	6.0	The interest in work that involves formulating words to convey meaning (i.e., journalism or translator)
Children	6.0	The interest in working with children
Plants	5.0	The interest in shrubs, gardening, botany, trees, or farming
Sports	5.0	The interest in work that involves sports
Food	4.0	The interest in work relating to food
Entertainment	2.0	The interest in activity that holds the attention and interest of an audience

Work Environment Preferences

These are work environment preferences listed in ID: 996900's order of preference.

Work Environment Preference	ID: 996900's Score	Description
Pressure Tolerance	9.3	The level of comfort related to working under deadlines and busy schedules
Team	8.9	The enjoyment of working closely in a co-operative effort with others (not necessarily the ability to do so)
Public Contact	4.9	The tendency to feel comfortable with interacting directly with a wide range of people representative of general society
Repetition	3.7	The tolerance of monotonous work: the same single activity is repeated over and over (e.g. assembly line)
Outdoors	2.9	The desire to work in an outside environment
Sitting	2.9	The tolerance of sitting for long periods in which there is no opportunity to stand or walk around
Standing	2.4	The tolerance of standing in a stationary position for long periods (no opportunity to sit or walk around)
Noise	2.3	The tolerance of working in an environment that has loud or continuous sounds

Behavioural Competencies

Behavioral competencies are composed of numerous traits, and are listed in order of ID: 996900's strengths.

Behavioural Competency	ID: 996900's Score	Description
Provides Direction	9.4	The tendency to provide others with clear direction or guidance
Organizational Compatibility	9.0	The tendency to work co-operatively with others (assuming sufficient job related knowledge and team compatibility)
Coaching	8.9	The tendency to effectively facilitate the development of others (one to one interactions)
Doesn't Need Structure	8.9	The tendency to work effectively without much structure (assuming sufficient job related knowledge)
Innovative	8.9	The tendency to create new and more effective ways of doing things
Handles Autonomy	8.7	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)

Behavioural Competencies

Behavioural Competency	ID: 996900's Score	Description
Handles Conflict	8.3	The tendency to skilfully face discord or strife, and the interpersonal skills necessary to deal with it effectively
Judgment (strategic)	8.2	The tendency to have a balance of traits necessary to discern pertinent information, and formulate an effective strategy
Self-employed	7.9	The tendency to be effective when self employed (does not necessarily indicate sufficient business related knowledge)
Interpersonal Skills	7.7	The tendency to have a balance of traits that relate to effective interaction with others
Negotiating	7.6	The tendency to bargain in order to reach a beneficial agreement
Effective Enforcing	7.6	The tendency to skilfully correct others when they are violating rules or performing poorly
People Oriented	7.5	The tendency to positively interact with others
Tolerance Of Evasiveness	7.0	The level of comfort related to dealing with people who are indirect or lacking in frankness
Receives Correction	6.9	The tendency to accept guidance intended to improve performance

Traits to Avoid for this Position

These traits to avoid are related to the position selected. If they are highlighted in red, it indicates that trait may hinder ID: 996900's performance.

Traits to Avoid for this Position	ID: 996900's Score	Description
Fast But Imprecise	6.2	The tendency to work quickly without sufficient attention to detail or accuracy
Self-critical	4.8	The tendency to seek self-improvement without sufficiently being self-accepting
Evasive	3.6	The tendency to be tactful without being sufficiently direct
Sceptical	1.0	The tendency to focus on the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits
Pay Minus Motivation	0.0	The tendency to have a desire for money that is greater than the personal drive necessary to earn it
Impulsive	0.0	The tendency to take risks without sufficient analysis of the potential difficulties
Blindly Optimistic	0.0	The tendency to grasp the possible benefits of a plan or strategy without sufficiently analysing the potential difficulties or pitfalls
Defensive	0.0	The tendency to be self-accepting without sufficiently intending to improve
Dogmatic	0.0	The tendency to be certain of opinions without sufficiently being open to different ideas
Blunt	0.0	The tendency to be frank or direct without being sufficiently tactful or diplomatic
Dominating	0.0	The tendency to be assertive of one's needs without sufficiently being helpful to others
Harsh	0.0	The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic
Precise But Slow	0.0	The tendency to be exact or precise without being sufficiently productive