

The Harrison system has a unique way of identifying your special strengths. It measures 175 traits and identifies your highest priorities and values - where you invest yourself and what you love doing the most. When you are able to use these key strengths, your career is more fulfilling and more successful.

Some of the strengths described are paradoxical pairs of traits where two strengths seem to be opposite or contradictory, but in fact are complementary or synergistic. Paradoxical strengths describe a unique ability which enables you to be more versatile and to respond more effectively to a variety of different situations in your life or in your work. For example, frankness and diplomacy reflects a paradoxical pair of traits. While the two traits appear to be opposite, they are actually complementary. If you are both frank and diplomatic, you communicate truthfully and respectfully. This unique ability enables you to build relationships while at the same time getting things done.

If you are currently a job seeker, being able to clearly verbalise your strengths can help you to get the job you are seeking. Consequently, we recommend that you reflect on the strengths below as well as your achievements that were the result of applying these strengths. This will enable employers to better understand how your unique strengths can create value for their organization.

If you are currently employed, look for ways you can further apply these strengths in your current job. The more you can apply your strengths the more likely you will achieve personal satisfaction and career success.

If you spend effort building on your strengths, it is much more likely to help your career than if you focus on your weaknesses. Strengths relate enjoyable patterns of thought and behaviour which can be productively applied. These are refined with practice and combined with skills and knowledge that you acquire. Consequently, these strengths are the most powerful means you have of moving your career forward.

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 93 which indicates that you were 98.6% 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.

Achieving Innovation

You tend to be extremely determined and persevering with a task despite many obstacles.

You very much enjoy trying new things and frequently experiment with new ways of doing things.

You are likely to produce original ideas and/or inventions. Your extremely high level of persistence combined with your very high level of willingness to try new things enables you to be very inventive. Your creativity can be useful when starting in a new direction, taking on a new project, or doing something that has not been done before. Your extraordinary determination enables you to drive your creative experimentation to completion. Thus, you are probably on the cutting edge of discovery.

Engaging In Participative Management

You enjoy collaboration and are quite willing to collaborate with others with regard to important decisions.

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Your strong willingness to accept decision-making authority combined with your tendency to collaborate enables you to be very good at generating participation with decisions. By gaining the input of others you tend to make better decisions. By encouraging participation from others you increase their motivation and involvement which leads to better implementation.

You are extremely willing to undertake leadership responsibility.

Striving for Achievement

Your very high level of self-motivation combined with a reasonable level of stress management is relatively unusual. You tend to make significant accomplishments while seldom becoming stressed. Your ability to manage stress not only supports your health and well being, it furthers your accomplishments.

When working on a project you like to work at a quick pace which can enable you to be productive.

Being Adaptive And Organised

You tend to be well organised, keeping things in order.

Your tendency to be organised enables you to create order even in challenging situations. This leads to greater efficiency. Your orderliness combined with your flexibility enables you to create structure and order that is easily adaptable to change. When circumstances change, you very quickly adjust to meet the new requirements by creating a different order. As a result you are able to be highly effective in organising. Such fluid orderliness supports others to work efficiently without feeling confined or restricted.

Building Affinity And Accountability

You greatly enjoy persuading others toward your viewpoint. This can be very useful for selling your ideas or managing others.

Making Thoughtful Conclusions

You enjoy reflecting on different ideas and opinions and you are generally open-minded. You are likely to be good at brainstorming.

You are usually confident in your opinions, yet you continue to explore different viewpoints and adjust your opinions when appropriate. Even though you are reasonably certain of your opinions, you consider different ideas before coming to a conclusion. As a result, your conclusions are thoughtful and well considered. Although you are reasonably certain, you are quick to change your opinion if a better idea is presented. Even though you are open to the ideas of others, you are usually not swayed by their opinions unless they have a better idea.

Communicating Considerately And Truthfully

You have an ability to be direct and straightforward while at the same time being tactful. You can be either diplomatic or frank as the situation requires. Your high level of frankness combined with your high level of diplomacy helps you to resolve most misunderstandings and maintain positive working relationships. Your authentic and respectful approach to communicating fosters better working relationships.

You accept others telling you what is on their mind even if they are somewhat blunt. This helps you to learn things from



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others and facilitates better teamwork.

Logically Solving Problems

Your very logical and analytical approach may be quite useful in solving many problems. It enables you to come to logical conclusions and give clarity to situations.