

## 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 system checks to see if the answers were completed honestly and while paying sufficient attention. Analysis indicates there is a high likelihood (85.2%) the answers were truthful, accurately self-aware, and completed with sufficient concentration.

Essential traits (in order of importance)	Negative Impact ← → Positive Impact												
	Jamie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong	
<p><b>Selling:</b> The interest in convincing or influencing others to purchase a product or service Narrative: Jamie is quite interested in at least some aspects of selling. Jamie's interest in some aspects of selling will probably have a slightly positive impact on job satisfaction and/or performance.</p>	8.0												
<p><b>Takes Initiative:</b> The tendency to perceive what is necessary to be accomplished and to proceed on one's own Narrative: Jamie 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. Jamie's degree of initiative will probably have a positive impact on job satisfaction and/or performance.</p>	9.7												
<p><b>Influencing:</b> The tendency to try to persuade others Narrative: Jamie very often engages in persuading and influencing others. Assuming he has the right balance of other interpersonal traits, Jamie is likely to be skilful in expressing his ideas to staff, co-workers, and/or clients. Jamie's degree of enjoyment of influencing will probably have a slightly positive impact on job satisfaction and/or performance.</p>	8.4												
<p><b>Persistent:</b> The tendency to be tenacious despite encountering significant obstacles Narrative: Jamie is very determined and perseveres with a task despite many obstacles. Jamie's degree of enjoyment of persistence will probably have a somewhat positive impact on job satisfaction and/or performance.</p>	9.3												
<p><b>Wants Challenge:</b> The willingness to attempt difficult tasks or goals Narrative: Jamie is highly motivated by difficult tasks or projects and has a strong need for challenging work. Jamie 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. Jamie's drive to achieve challenging objectives will probably have a positive impact on job satisfaction and/or performance.</p>	9.9												

## Harrison Assessments Suitability

### Essential traits (in order of importance)

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

	Jamie's Score	Negative Impact ←						→ Positive Impact					
		Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong	
<b>Analytical:</b> The tendency to logically examine facts and situations (not necessarily analytical ability) Narrative: Jamie tends to frequently analyse problems and decisions and greatly enjoys it. Jamie's degree of enjoyment of analysing will probably have a somewhat positive impact on job satisfaction and/or performance.	9.6												
<b>Enthusiastic:</b> The tendency to be eager and excited toward one's own goals Narrative: Jamie tends to be highly enthusiastic about his goals. If Jamie's goals are in alignment with the organisation's objectives, he will probably have a very strong drive to achieve those objectives. Jamie's degree of enthusiasm for his goals will probably have a somewhat positive impact on job satisfaction and/or performance.	9.6												
<b>Optimistic:</b> The tendency to believe the future will be positive Narrative: Jamie tends to be optimistic and cheerful. Jamie's positive attitude will be beneficial when dealing with staff and co-workers. Jamie's degree of optimism is sufficient for this job.	7.5												
<b>Science:</b> The interest in any body of knowledge that uses a systematic method for achieving knowledge Narrative: Jamie is quite interested in at least some aspects of science. Jamie's level of interest in some aspects of science will probably have a slightly positive impact on job satisfaction and/or performance.	8.0												

### 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.









	Jamie's Score	Negative Impact ←					
		Very strong	Strong	Substantial	Moderate	Slight	no impact
<b>Collaborative:</b> The tendency to collaborate with others when making decisions Narrative: Jamie very much enjoys collaboration and is probably very willing to collaborate with others with regard to making important decisions. Jamie's degree of enjoyment of collaborating is sufficient for this job.	9.4						
<b>Computers:</b> The enjoyment of working with electronic machines that calculate, store, or analyse information Narrative: Jamie generally enjoys working with computers. Jamie's degree of enjoyment of working with computers is sufficient for this job.	6.6						

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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 





	Jamie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<b>Diplomatic:</b> The tendency to state things in a tactful manner Narrative: Jamie is fairly capable of being tactful and usually tends to state things in a diplomatic manner. Jamie's degree of diplomacy is sufficient for this job.	6.8						
<b>Electronics:</b> The interest in designing, assembling, repairing, or operating automated or computerised equipment Narrative: Jamie is moderately interested in electronics. Jamie's level of interest in electronics is sufficient for this job.	6.0						
<b>Authoritative:</b> The desire for decision-making authority and the willingness to accept decision-making responsibility Narrative: Jamie probably has a moderate desire for decision-making authority and is moderately willing to accept responsibility. Jamie's degree of enjoyment of having decision-making authority is sufficient for this job.	6.4						
<b>Systematic:</b> The enjoyment of tasks that require carefully or methodically thinking through steps Narrative: Jamie usually prefers NOT to have to do work that requires being systematic. Jamie's degree of being systematic will probably have a slightly negative impact on job satisfaction and/or performance.	3.7						
<b>Self-acceptance:</b> The tendency to like oneself ("I'm O.K. the way I am") Narrative: Jamie is lacking in self-acceptance. Jamie's degree of self-acceptance will probably have a slightly negative impact on job satisfaction and/or performance.	3.0						
<b>Self-improvement:</b> The tendency to attempt to develop or better oneself Narrative: Jamie has a fairly strong intention to improve himself. Jamie's degree of interest in self-improvement is sufficient for this job.	8.3						
<b>Analyses Pitfalls:</b> The tendency to scrutinise potential difficulties related to a plan or strategy Narrative: Jamie moderately enjoys analysing the potential difficulties of plans and strategies and probably has a moderate tendency to do so. Therefore, it would be best if he were to receive other input before making important strategic decisions Jamie's degree of enjoyment of analysing potential difficulties is sufficient.	5.6						
<b>Organised:</b> The tendency to place and maintain order in an environment or situation Narrative: Jamie tends to be moderately well organised. Jamie's degree of being organised 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** 

	Jamie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<b>Planning:</b> The tendency to formulate ideas related to the steps and process of accomplishing an objective Narrative: Jamie enjoys planning and probably tends to do it often. Jamie's degree of enjoyment of planning is sufficient for this job.	7.8						
<b>Manages Stress Well:</b> The tendency to deal effectively with strain and difficulty when it occurs Narrative: Jamie is fairly able to manage stress. Jamie's level of ability to manage stress is sufficient.	7.0						
<b>Mechanical:</b> The enjoyment of work that involves fixing or repairing something Narrative: Jamie would prefer not to have to fix or repair things as part of his work. Jamie's degree of enjoyment of fixing or repairing activities is sufficient for this job.	3.9						
<b>Teaching:</b> The enjoyment of instructing, training, or educating others Narrative: Jamie has very little interest in teaching or instructing others. Jamie's level of interest in teaching or instructing others is sufficient for this job.	2.8						

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

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


**Negative Impact** 

	Jamie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<b>Defensive:</b> The tendency to be self-accepting without sufficiently intending to improve Narrative: Jamie probably does not have a significant degree of defensiveness. Jamie's degree of defensiveness will NOT hinder performance.	0.0						
<b>Rigidly Meticulous:</b> The tendency to focus on details without sufficiently adapting to change Narrative: Jamie probably does not have a significant degree of being rigid related to details and precision. Jamie's degree of being rigidly meticulous will NOT hinder performance.	0.0						
<b>Blunt:</b> The tendency to be frank or direct without being sufficiently tactful or diplomatic Narrative: Jamie probably does not have a significant degree of being blunt. Jamie's degree of being blunt will NOT hinder performance.	1.3						

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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** 

	Jamie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<b>Dogmatic:</b> The tendency to be certain of opinions without sufficiently being open to different ideas Narrative: Jamie probably does not have a significant degree of being dogmatic. Jamie's degree of being dogmatic will NOT hinder performance.	0.0						