

The report lists Jamie'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 Jamie's performance.

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.

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 Jamie's scores.

Life Themes - Jamie's life themes, highest values, key potential strengths

Trait	Jamie's Score	Description
Intuitive	9.9	The tendency to use hunches to help make decisions (not necessarily intuitive capabilities)
Wants Challenge	9.9	The willingness to attempt difficult tasks or goals
Self-motivated	9.9	The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals
Takes Initiative	9.7	The tendency to perceive what is necessary to be accomplished and to proceed on one's own
Analytical	9.6	The tendency to logically examine facts and situations (not necessarily analytical ability)

Strengths and Preferred Focus - Jamie's potential strength and preferred focus

Trait	Jamie's Score	Description
Enthusiastic	9.6	The tendency to be eager and excited toward one's own goals
Open / reflective	9.4	The tendency to reflect on many different viewpoints
Collaborative	9.4	The tendency to collaborate with others when making decisions
Experimenting	9.3	The tendency to try new things and new ways of doing things
Persistent	9.3	The tendency to be tenacious despite encountering significant obstacles
Outgoing	8.7	The tendency to be socially extroverted and the enjoyment of meeting new people
Risking	8.6	The tendency to feel comfortable with business ventures that involve uncertainty
Influencing	8.4	The tendency to try to persuade others
Self-improvement	8.3	The tendency to attempt to develop or better oneself
Wants Diplomacy	8.1	The desire for others to be tactful
Frank	8.1	The tendency to be straightforward, direct, to the point, and forthright
Assertive	8.1	The tendency to put forward personal wants and needs
Planning	7.8	The tendency to formulate ideas related to the steps and process of accomplishing an objective
Optimistic	7.5 **	The tendency to believe the future will be positive

Acceptable Areas - Jamie's moderate strengths and preferences

Trait	Jamie's Score	Description
Wants Capable Leader	7.3 *	The desire to have a leader one perceives to be capable

Traits

Acceptable Areas - Jamie's moderate strengths and preferences

Trait	Jamie's Score	Description
Wants Recognition	7.2	The desire for positive acknowledgement (from others) related to one's abilities and strengths
Manages Stress Well	7.0	The tendency to deal effectively with strain and difficulty when it occurs
Diplomatic	6.8 *	The tendency to state things in a tactful manner
Helpful	6.6	The tendency to respond to others' needs and assist or support others to achieve their goals
Authoritative	6.4	The desire for decision-making authority and the willingness to accept decision-making responsibility
Tempo	6.3	The enjoyment of work that needs to be done quickly
Organised	6.2	The tendency to place and maintain order in an environment or situation
Flexible	6.1	The tendency to easily adapt to change
Cause Motivated	6.1	The tendency to be motivated to help society
Warmth / empathy	6.1	The tendency to express positive feelings and affinity towards others
Relaxed	5.7	The tendency to feel at ease or calm while working
Analyses Pitfalls	5.6	The tendency to scrutinise potential difficulties related to a plan or strategy

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

Trait	Jamie's Score	Description
Tolerance Of Structure	4.9	The tolerance of following rules, schedules, and procedures created by someone else
Wants Autonomy	4.9 *	The desire to have freedom or independence from authority
Wants Stable Career	4.8	The desire for long-term or permanent employment
Comfort With Conflict	4.7	The tendency to be comfortable with confrontation or strife
Precise	4.6 *	The enjoyment of work that requires being exact and the tendency to be detail oriented
Enforcing	4.4	The tendency to insist upon necessary rules being followed
Enlists Cooperation	4.4	The tendency to invite others to participate in or join an effort
Wants High Pay	4.2	The desire to earn greater remuneration
Tolerance Of Bluntness	3.9	The level of comfort related to receiving abrupt or frank communications from others
Systematic	3.7	The enjoyment of tasks that require carefully or methodically thinking through steps
Wants Frankness	3.7	The desire for others to be direct, straightforward, and to the point

Prefer Not to Do It - Jamie would prefer to be doing other things than these

Trait	Jamie's Score	Description
Certain	3.1	The tendency to feel confident in one's opinions
Wants To Lead	3.1	The desire to be in a position to direct or guide others
Self-acceptance	3.0	The tendency to like oneself ("I'm O.K. the way I am")

Retention and Engagement Factors

These are Jamie's retention and engagement factors listed in order.

Retention and Engagement Factors	Jamie's Score	Description
Wants Development	10.0	The desire to have work opportunities to learn new skills or increase abilities
Wants Opinions Valued	9.0	The desire to have an employer who listens and gives importance to one's views

Retention and Engagement Factors

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

Task Preferences

These are tasks listed in order of Jamie's preferences.

Task Preference	Jamie's Score	Description
Building / making	8.3	The enjoyment of constructing or putting together anything
Clerical	8.2	The enjoyment of tasks such as typing or filing or organising information
Research / learning	6.7	The enjoyment of gathering and comprehending new information
Computers	6.6 *	The enjoyment of working with electronic machines that calculate, store, or analyse information
Physical Work	5.7 *	The enjoyment of work that involves substantial bodily effort
Manual Work	4.3	The enjoyment of work that involves using one's hands
Numerical	4.0	The enjoyment of counting, calculating, or analysing quantities using mathematics
Mechanical	3.9	The enjoyment of work that involves fixing or repairing something
Driving	3.5	The enjoyment of operating a motor vehicle
Public Speaking	3.0	The enjoyment of presenting or articulating information to groups of people
Teaching	2.8	The enjoyment of instructing, training, or educating others
Artistic	2.3	The enjoyment of making things look beautiful or attractive

Interests

These are interests listed in order of Jamie's areas of interest.

Interest	Jamie's Score	Description
Sports	10.0	The interest in work that involves sports
Psychology	9.0	The interest in human mental functions including mannerisms, actions, attitudes, and abilities
Manufacturing	9.0	The interest in the production of products using labor, machines, or chemicals
Selling	8.0	The interest in convincing or influencing others to purchase a product or service
Travel	8.0	The interest in work that involves frequently taking a journey
Finance / business	8.0	The interest in commerce or fiscal management
Animals	8.0	The interest in working with mammals, birds, reptiles, or fish
Biology	8.0	The interest in the structure, function, growth, evolution, distribution, or taxonomy of living organisms
Science	8.0	The interest in any body of knowledge that uses a systematic method for achieving knowledge
Computer Hardware	7.0	The interest in the physical elements that constitute a computer system

Interests

Interest	Jamie's Score	Description
Computer Software	7.0	The interest in the non-tangible program components (i.e. software) of computers
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
Legal Matters	7.0	The interest in rules created by social institutions to govern society and business
Electronics	6.0	The interest in designing, assembling, repairing, or operating automated or computerised equipment
Writing / language	6.0	The interest in work that involves formulating words to convey meaning (i.e., journalism or translator)
Food	4.0	The interest in work relating to food
Children	4.0	The interest in working with children
Health / medicine	4.0	The interest in health or medicine
Entertainment	3.0	The interest in activity that holds the attention and interest of an audience
Plants	2.0	The interest in shrubs, gardening, botany, trees, or farming

Work Environment Preferences

These are work environment preferences listed in Jamie's order of preference.

Work Environment Preference	Jamie's Score	Description
Team	9.0	The enjoyment of working closely in a co-operative effort with others (not necessarily the ability to do so)
Public Contact	7.1	The tendency to feel comfortable with interacting directly with a wide range of people representative of general society
Pressure Tolerance	6.2 *	The level of comfort related to working under deadlines and busy schedules
Noise	5.4	The tolerance of working in an environment that has loud or continuous sounds
Standing	3.4	The tolerance of standing in a stationary position for long periods (no opportunity to sit or walk around)
Sitting	2.9	The tolerance of sitting for long periods in which there is no opportunity to stand or walk around
Repetition	2.4	The tolerance of monotonous work: the same single activity is repeated over and over (e.g. assembly line)
Outdoors	2.0	The desire to work in an outside environment

Behavioural Competencies

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

Behavioural Competency	Jamie's Score	Description
Innovative	9.6	The tendency to create new and more effective ways of doing things
Organisational Compatibility	8.7	The tendency to work co-operatively with others (assuming sufficient job related knowledge and team compatibility)
Handles Autonomy	8.2	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)
Doesn't Need Structure	8.0	The tendency to work effectively without much structure (assuming sufficient job related knowledge)
Interpersonal Skills	7.8	The tendency to have a balance of traits that relate to effective interaction with others
Coaching	7.4	The tendency to effectively facilitate the development of others (one to one interactions)
People Oriented	7.4	The tendency to positively interact with others

Behavioural Competencies

Behavioural Competency	Jamie's Score	Description
Self-employed	7.3	The tendency to be effective when self employed (does not necessarily indicate sufficient business related knowledge)
Tolerance Of Evasiveness	7.0	The level of comfort related to dealing with people who are indirect or lacking in frankness
Judgment (strategic)	6.9	The tendency to have a balance of traits necessary to discern pertinent information, and formulate an effective strategy
Handles Conflict	6.7	The tendency to skilfully face discord or strife, and the interpersonal skills necessary to deal with it effectively
Provides Direction	6.5	The tendency to provide others with clear direction or guidance
Effective Enforcing	6.2	The tendency to skilfully correct others when they are violating rules or performing poorly
Negotiating	6.1	The tendency to bargain in order to reach a beneficial agreement
Receives Correction	5.7	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 Jamie's performance.

Traits to Avoid for this Position	Jamie's Score	Description
Blunt	1.3	The tendency to be frank or direct without being sufficiently tactful or diplomatic
Defensive	0.0	The tendency to be self-accepting without sufficiently intending to improve
Rigidly Meticulous	0.0	The tendency to focus on details without sufficiently adapting to change
Dogmatic	0.0	The tendency to be certain of opinions without sufficiently being open to different ideas