

REPORT FOR
ID: DEMO1

DATE OF COMPLETION
15/09/2013

RELIABILITY - 99.2%
Answers were very likely accurate and truthful

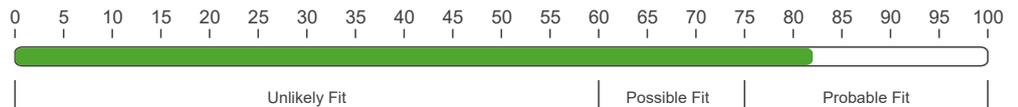
ORGANISATION
Martyn Lax

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.

Overall Percentage of Suitability Fit = 82%



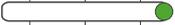
Essential traits <i>(in order of importance)</i>	ID: DEMO1's Score	Negative Impact < > Positive Impact										
		Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
<p>Helpful: <i>The tendency to respond to others' needs and assist or support others to achieve their goals</i></p> <p>Narrative: ID: DEMO1 tends to be extremely helpful and conscious of others' needs. ID: DEMO1's helpfulness will probably have a positive impact on job satisfaction and/or performance.</p>	9.9											
<p>Optimistic: <i>The tendency to believe the future will be positive</i></p> <p>Narrative: ID: DEMO1 tends to be extremely optimistic and cheerful. ID: DEMO1's positive attitude will be very beneficial when dealing with staff and co-workers. ID: DEMO1's degree of optimism will probably have a somewhat positive impact on job satisfaction and/or performance.</p>	9.5											
<p>Takes Initiative: <i>The tendency to perceive what is necessary to be accomplished and to proceed on one's own</i></p> <p>Narrative: ID: DEMO1 very often tends to take 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. ID: DEMO1's degree of initiative will probably have a somewhat positive impact on job satisfaction and/or performance.</p>	8.7											

Essential traits <i>(in order of importance)</i>	ID: DEMO1's Score	Negative Impact < > Positive Impact																		
		Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong								
<p>Analytical: <i>The tendency to logically examine facts and situations (not necessarily analytical ability)</i></p> <p>Narrative: ID: DEMO1 tends to analyse problems and decisions and enjoys it. ID: DEMO1's degree of enjoyment of analysing problems is sufficient for this job.</p>	7.5																			
<p>Collaborative: <i>The tendency to collaborate with others when making decisions</i></p> <p>Narrative: ID: DEMO1 only moderately enjoys collaboration and probably only gives moderate importance to collaborating with others in the decision-making process. If ID: DEMO1 is making important decisions that could benefit from collaboration, it might be wise to require collaboration before the final decision can be made. ID: DEMO1's degree of enjoyment from collaborating will probably have a slightly negative impact on job satisfaction and/or performance.</p>	4.7																			
<p>Diplomatic: <i>The tendency to state things in a tactful manner</i></p> <p>Narrative: ID: DEMO1 is very capable of being tactful and tends to state things in a very diplomatic manner. ID: DEMO1's degree of diplomacy will probably have a slightly positive impact on job satisfaction and/or performance.</p>	8.6																			
<p>Organised: <i>The tendency to place and maintain order in an environment or situation</i></p> <p>Narrative: ID: DEMO1 probably prefers not to do much organising. He may do the minimum amount of organising necessary and may occasionally lose efficiency. ID: DEMO1's degree of being organised will probably have a somewhat negative impact on job satisfaction and/or performance.</p>	3.9																			
<p>Outgoing: <i>The tendency to be socially extroverted and the enjoyment of meeting new people</i></p> <p>Narrative: ID: DEMO1 enjoys meeting new people and is probably very outgoing. ID: DEMO1's enjoyment of new people will probably have a somewhat positive impact on job satisfaction and/or performance.</p>	9.2																			
<p>Warmth / empathy: <i>The tendency to express positive feelings and affinity towards others</i></p> <p>Narrative: ID: DEMO1 frequently expresses warmth and empathy. ID: DEMO1's degree of expressing warmth and empathy will probably have a somewhat positive impact on job satisfaction and/or performance.</p>	9.9																			

Desirable traits <i>(in order of importance)</i>	ID: DEMO1's Score	Negative Impact <					
		Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Enthusiastic: <i>The tendency to be eager and excited toward one's own goals</i></p> <p>Narrative: ID: DEMO1 tends to be quite enthusiastic about his goals. If ID: DEMO1's goals are in alignment with the organisation's objectives, he will probably have a drive to achieve those objectives. ID: DEMO1's degree of enthusiasm for his goals is sufficient for this job.</p>	8.2						
<p>Self-acceptance: <i>The tendency to like oneself ("I'm O.K. the way I am")</i></p> <p>Narrative: ID: DEMO1 is fairly self-accepting. This positive self-regard will probably translate to better interactions with subordinates, co-workers, and clients. ID: DEMO1's degree of self-acceptance is sufficient for this job.</p>	7.0						
<p>Systematic: <i>The enjoyment of tasks that require carefully or methodically thinking through steps</i></p> <p>Narrative: ID: DEMO1 usually prefers NOT to have to do work that requires being systematic. ID: DEMO1's degree of being systematic will probably have a slightly negative impact on job satisfaction and/or performance.</p>	4.1						
<p>Tolerance Of Bluntness: <i>The level of comfort related to receiving abrupt or frank communications from others</i></p> <p>Narrative: ID: DEMO1 is quite tolerant of people who are blunt. ID: DEMO1's degree of tolerance of bluntness is sufficient for this job.</p>	7.8						
<p>Tempo: <i>The enjoyment of work that needs to be done quickly</i></p> <p>Narrative: ID: DEMO1 likes to work quite quickly.</p>	7.7						
<p>Wants Challenge: <i>The willingness to attempt difficult tasks or goals</i></p> <p>Narrative: ID: DEMO1 is very motivated by challenging tasks or projects and needs challenging work. ID: DEMO1 strongly prefers an employer who is able to offer challenging work. His strong drive for achievement will probably be a good example for others. ID: DEMO1's degree of drive to achieve challenging objectives is sufficient for this job.</p>	9.4						
<p>Influencing: <i>The tendency to try to persuade others</i></p> <p>Narrative: ID: DEMO1 very often engages in persuading and influencing others. Assuming he has the right balance of other interpersonal traits, ID: DEMO1 is likely to be skilful in expressing his ideas to staff, co-workers, and/or clients. ID: DEMO1's degree of enjoyment of influencing is sufficient for this job.</p>	8.1						

Desirable traits <i>(in order of importance)</i>	ID: DEMO1's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Team: <i>The enjoyment of working closely in a co-operative effort with others (not necessarily the ability to do so)</i> Narrative: ID: DEMO1 only moderately enjoys working in a team. ID: DEMO1's degree of enjoyment of working in a team is sufficient for this job.	4.5						
Precise: <i>The enjoyment of work that requires being exact and the tendency to be detail oriented</i> Narrative: ID: DEMO1 strongly dislikes having to do precision tasks. He strongly prefers not to do work that requires a significant amount of time to be spent on precision tasks and may be severely lacking in attention to detail. ID: DEMO1's degree of exactness will probably have a slightly negative impact on job satisfaction and/or performance.	2.3						
Public Contact: <i>The tendency to feel comfortable with interacting directly with a wide range of people representative of general society</i> Narrative: ID: DEMO1 generally enjoys working with the general public and is probably reasonably comfortable doing so. ID: DEMO1's degree of enjoyment of working with the general public is sufficient for this job.	7.2						
Tolerance Of Structure: <i>The tolerance of following rules, schedules, and procedures created by someone else</i> Narrative: ID: DEMO1 may dislike having to follow extensive rules and procedures set by someone else and thus may sometimes neglect to follow them. ID: DEMO1's degree of tolerance of structure is sufficient for this job.	3.3						
Traits to avoid <i>(in order of importance)</i>	ID: DEMO1's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Pay Minus Motivation: <i>The tendency to have a desire for money that is greater than the personal drive necessary to earn it</i> Narrative: ID: DEMO1 probably does not have a significant degree of having a desire for high pay that is greater than his level of motivation. ID: DEMO1's level of motivation as compared to his desire for high pay will support job satisfaction and will NOT hinder performance.	0.0						

Traits to avoid <i>(in order of importance)</i>	ID: DEMO1's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Negative Impact <
Self-critical: <i>The tendency to seek self-improvement without sufficiently being self-accepting</i> Narrative: ID: DEMO1 probably does not have a significant degree of self-criticalness. ID: DEMO1's degree of self-criticalness will NOT hinder performance.	0.0							
Defensive: <i>The tendency to be self-accepting without sufficiently intending to improve</i> Narrative: ID: DEMO1 probably does not have a significant degree of defensiveness. ID: DEMO1's degree of defensiveness will NOT hinder performance.	0.3							
Dogmatic: <i>The tendency to be certain of opinions without sufficiently being open to different ideas</i> Narrative: ID: DEMO1 probably does not have a significant degree of being dogmatic. ID: DEMO1's degree of being dogmatic will NOT hinder performance.	0.0							
Harsh: <i>The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic</i> Narrative: ID: DEMO1 probably does not have a significant tendency to be harsh or overly strict. ID: DEMO1's degree of harshness will NOT hinder performance.	0.0							
Rebellious Autonomy: <i>The tendency to seek freedom from authority without taking sufficient and appropriate initiative</i> Narrative: ID: DEMO1 probably does not have a significant degree of rebellious autonomy. ID: DEMO1's degree of rebellious autonomy will NOT hinder performance.	0.9							
Dominating: <i>The tendency to be assertive of one's needs without sufficiently being helpful to others</i> Narrative: ID: DEMO1 probably does not have a significant degree of being dominating. ID: DEMO1's degree of being dominating will NOT hinder performance.	0.0							
Evasive: <i>The tendency to be tactful without being sufficiently direct</i> Narrative: ID: DEMO1 probably has only a very slight tendency to be evasive when communicating rather than saying what he really thinks. ID: DEMO1's degree of being evasive will NOT hinder performance.	1.5							

Traits to avoid <i>(in order of importance)</i>	ID: DEMO1's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Negative Impact <
Insensitive: <i>The tendency to be assertive with one's own needs without being sufficiently warm and empathetic</i> Narrative: ID: DEMO1 probably does not have a significant degree of being insensitive. ID: DEMO1's degree of being insensitive will NOT hinder performance.	0.0							
Blunt: <i>The tendency to be frank or direct without being sufficiently tactful or diplomatic</i> Narrative: ID: DEMO1 probably does not have a significant degree of being blunt. ID: DEMO1's degree of being blunt will NOT hinder performance.	0.0							
Sceptical: <i>The tendency to focus on the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits</i> Narrative: ID: DEMO1 probably does not have a significant degree of scepticism. ID: DEMO1's degree of being sceptical will NOT hinder performance.	0.0							