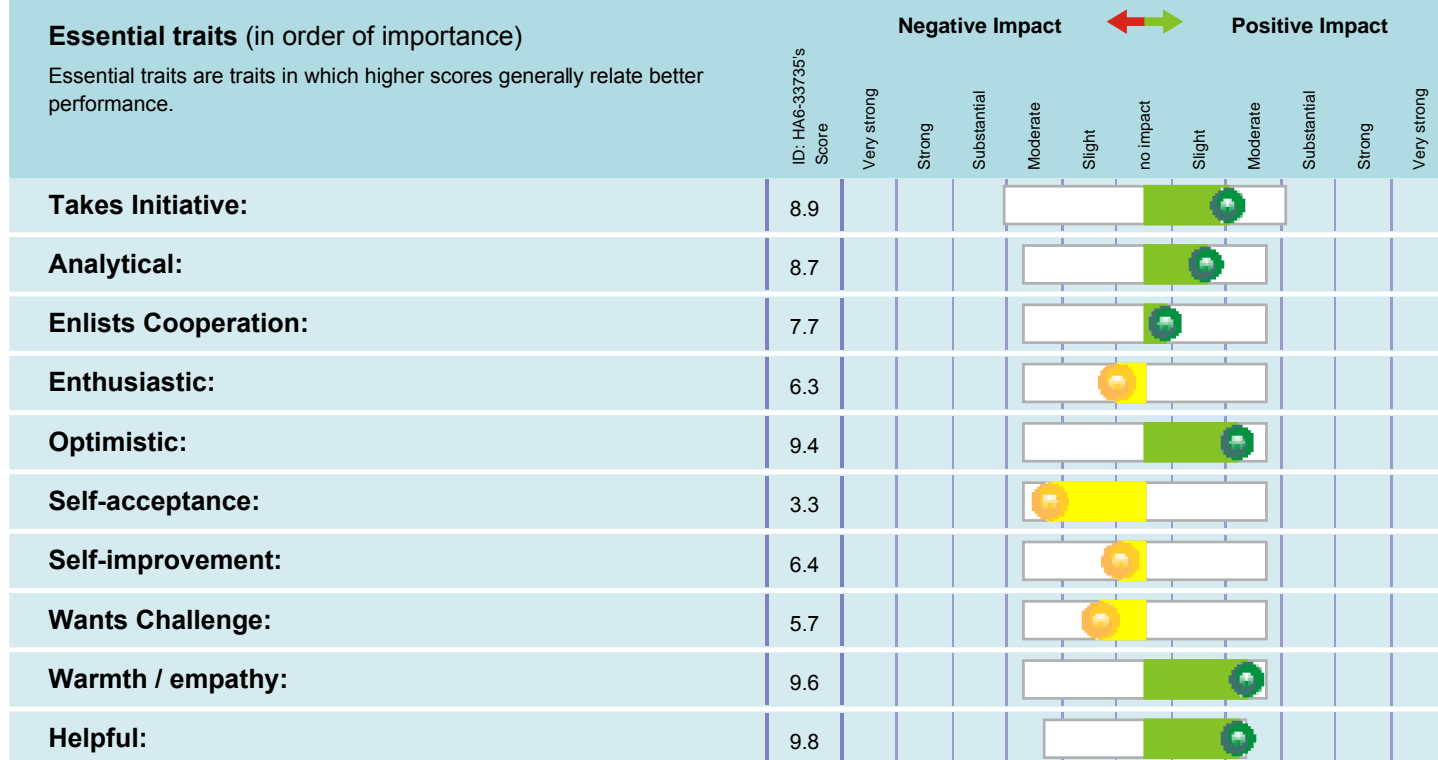


Harrison Assessments Suitability

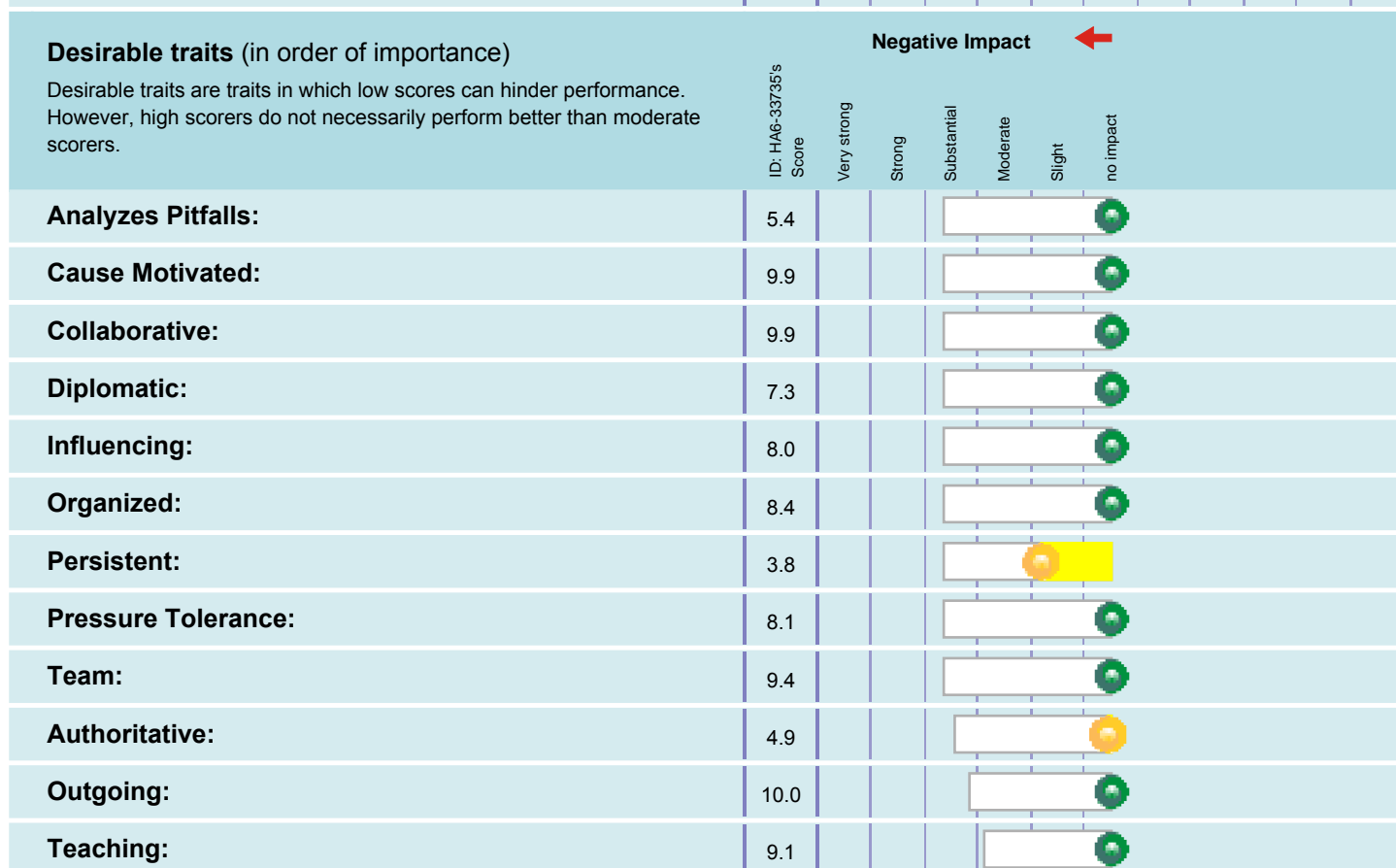
Essential traits (in order of importance)

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



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.



Harrison Assessments Suitability

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



	ID: HA6-33735's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Writing / language:	10.0						
Clerical:	4.9						
Precise:	6.5						
Numerical:	3.0						
Planning:	8.1						
Computers:	4.5						
Frank:	5.0						
Manages Stress Well:	4.7						
Negotiating:	7.7						
Tolerance Of Bluntness:	6.7						
Tolerance Of Structure:	8.9						
Systematic:	6.8						

Traits to avoid (in order of importance)

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

Negative Impact



	ID: HA6-33735's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Defensive:	0.0						
Blunt:	0.0						
Harsh:	0.0						
Dogmatic:	0.0						
Insensitive:	0.0						
Pay Minus Motivation:	0.0						
Permissive:	1.7						
Rebellious Autonomy:	0.0						
Self-critical:	3.1						
Skeptical:	0.0						



Job Success Analysis

ID: HA6-33735

Completed: 11/20/2003

For Pathfinders

Compared to: **Employee Coaching or Counselling Specialist (Extensive experience)**

#HA-1168-W-E v06/03/2014

Harrison Assessments Suitability

Traits to avoid (in order of importance)

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

Negative Impact



	ID: HA6-33735's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Dominating:	0.0						
Evasive:	2.3						
Authoritarian:	0.0						
Rigidly Meticulous:	2.3						
Rigidly Organized:	4.2						



Paradox Graph

ID: HA6-33735

Completed: 11/20/2003

For Pathfinders

Compared to: **Employee Coaching or Counselling Specialist (Extensive experience)**

#HA-1168-W-E v06/03/2014

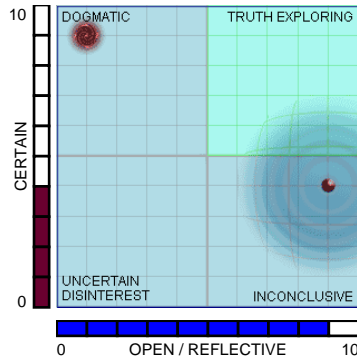
INTERPERSONAL

ACHIEVEMENT

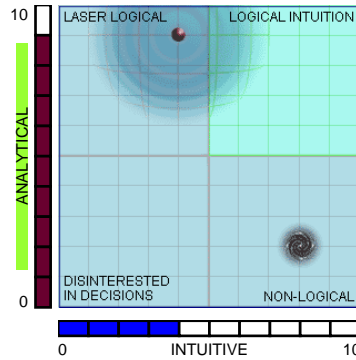
LEADERSHIP

INITIATING

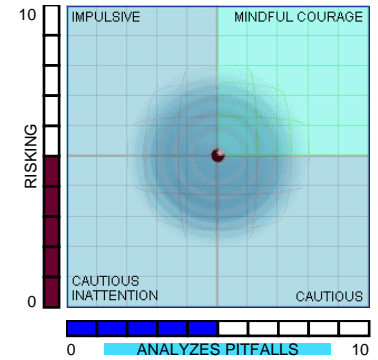
OPINIONS



DECISION APPROACH

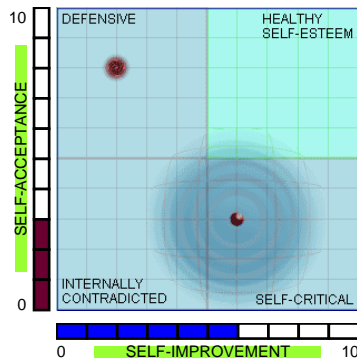


STRATEGIC

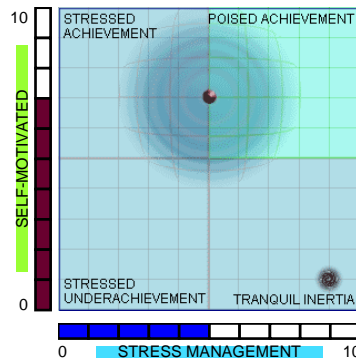


MOTIVATING

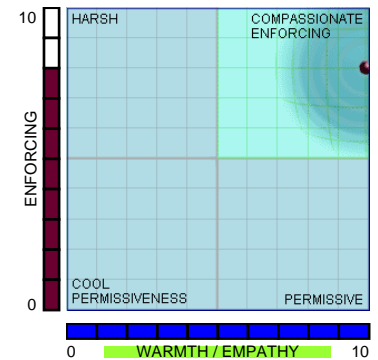
SELF



MOTIVATION

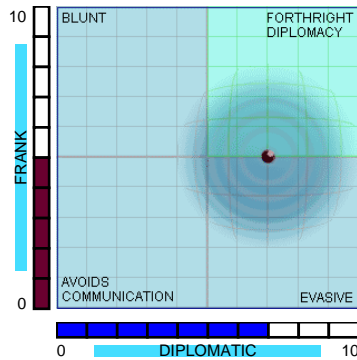


DRIVING

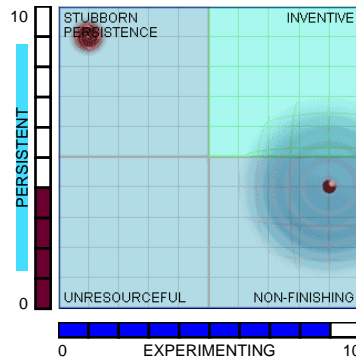


IMPLEMENTING

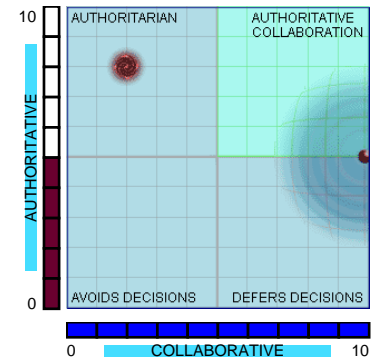
COMMUNICATION



INNOVATION

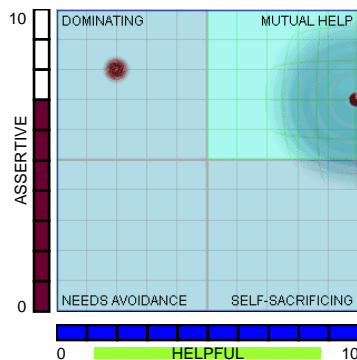


DELEGATION

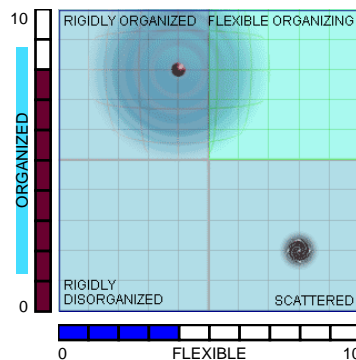


MAINTAINING

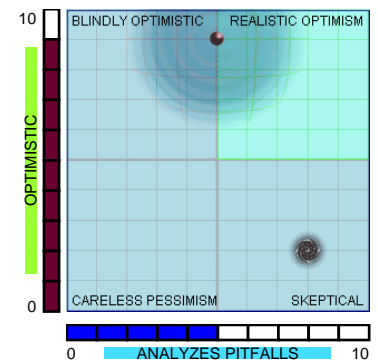
POWER



ORGANIZATION



STRATEGIC ACUMEN



Essential Trait on this template

Desirable Trait on this template



Traits - Simplified

ID: HA6-33735

Completed: 11/20/2003

For Pathfinders

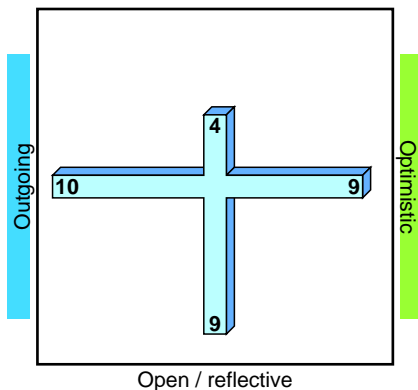
Compared to: Employee Coaching or Counselling Specialist (Extensive experience)

#HA-1168-W-E v06/03/2014

Traits	Score	Task Preferences	Score	Behavioral Competencies	Score
Outgoing	10.0	Teaching	9.1	Organizational Compatibility	9.2
Collaborative	9.9	Public Speaking	8.8	People Oriented	8.9
Cause Motivated	9.9	Research / learning	5.6	Handles Conflict	8.4
Helpful	9.8	Clerical	4.9	Interpersonal Skills	8.4
Warmth / empathy	9.6	Computers	4.5	Coaching	8.1
Optimistic	9.4	Manual Work	3.9	Effective Enforcing	8.1
Takes Initiative	8.9	Artistic	3.1	Provides Direction	7.8
Tolerance Of Structure	8.9	Building / making	3.0	Negotiating	7.7
Open / reflective	8.7	Numerical	3.0	Innovative	7.5
Analytical	8.7	Driving	2.9	Receives Correction	6.2
Experimenting	8.5	Physical Work	2.4	Tolerance Of Evasiveness	6.2
Organized	8.4	Mechanical	2.1	Judgment (strategic)	6.1
Planning	8.1			Handles Autonomy	6.1
Influencing	8.0	Interests	Score	Doesn't Need Structure	5.7
Enforcing	7.9	Writing / language	10.0	Self-employed	4.4
Enlists Cooperation	7.7	Sports	8.0		
Wants Capable Leader	7.6	Finance / business	8.0	Traits to Avoid for this	Score
Diplomatic	7.3	Travel	6.0	Position	
Assertive	7.2	Food	6.0	Rigidly Organized	4.2
Wants Frankness	7.1	Health / medicine	6.0	Self-critical	3.1
Wants Diplomacy	7.0	Plants	2.0	Evasive	2.3
Self-motivated	7.0	Electronics	2.0	Rigidly Meticulous	2.3
Systematic	6.8	Animals	2.0	Permissive	1.7
Wants To Lead	6.7	Science	2.0	Defensive	0.0
Tolerance Of Bluntness	6.7	Children	2.0	Blunt	0.0
Wants Recognition	6.6			Harsh	0.0
Precise	6.5	Work Environment	Score	Dogmatic	0.0
Self-improvement	6.4	Preferences		Insensitive	0.0
Enthusiastic	6.3	Team	9.4	Pay Minus Motivation	0.0
Wants Autonomy	6.0	Pressure Tolerance	8.1	Rebellious Autonomy	0.0
Wants Stable Career	5.8	Public Contact	7.0	Skeptical	0.0
Comfort With Conflict	5.7	Sitting	4.9	Dominating	0.0
Wants Challenge	5.7	Repetition	3.8	Authoritarian	0.0
Relaxed	5.4	Outdoors	2.8		
Analyzes Pitfalls	5.4	Standing	2.6	Functions	Score
Frank	5.0	Noise	2.0	Customer Service - Friendly	9.0
Authoritative	4.9			Administration - General	8.1
Tempo	4.8			Supervisory	7.5
Manages Stress Well	4.7			Technical	6.6
Risking	4.6			Sales - Cold Calling	6.5
Intuitive	4.3			Management - Middle	6.4
Flexible	4.2			Management - Upper	6.1
Certain	4.0				
Wants High Pay	4.0				
Persistent	3.8				
Self-acceptance	3.3				

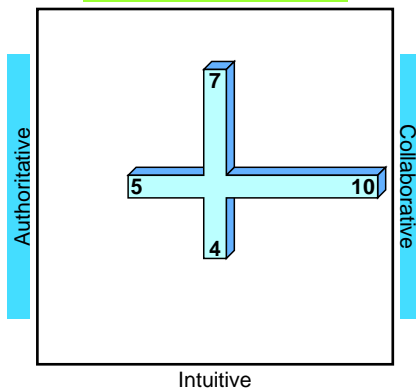
OUTLOOK

Certain



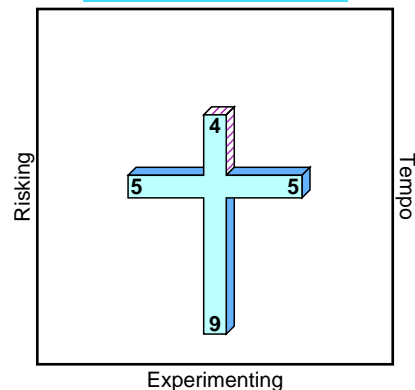
DECISIONS

Problem Solving



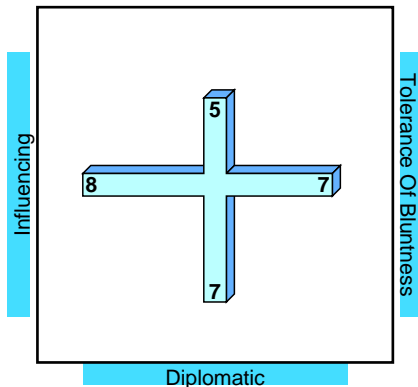
INNOVATION

Persistent



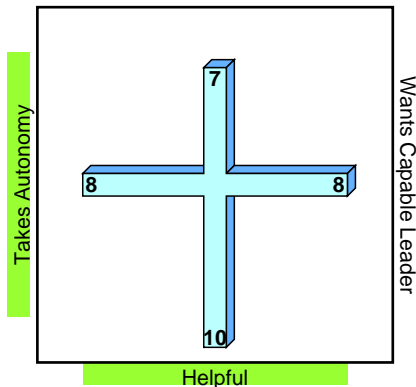
COMMUNICATION

Frank



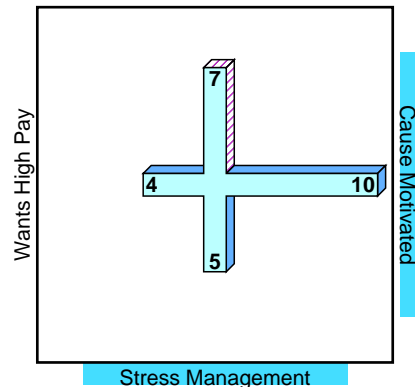
POWER

Assertive



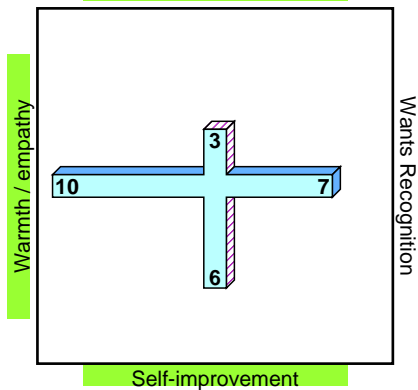
MOTIVATION

Self-motivated



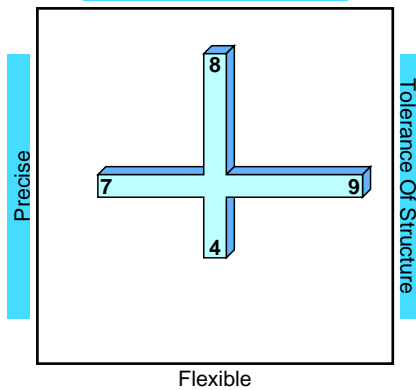
SUPPORT

Self-acceptance



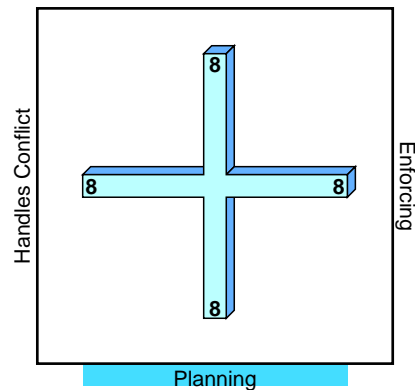
ORGANIZATION

Organized



LEADERSHIP

Provides Direction



Probable Hindrance



Possible Hindrance

Essential Trait on this template

Desirable Trait on this template