

Harrison Assessments Suitability

Essential traits (in order of importance)

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

Negative Impact

Positive Impact

	ID: 885159's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
Takes Initiative:	8.8											
Analytical:	9.9											
Authoritative:	8.1											
Analyzes Pitfalls:	9.9											
Enthusiastic:	8.7											
Finance / business:	8.0											
Persistent:	9.9											
Physical Science:	7.0											
Planning:	9.7											
Building / making:	6.2											
Numerical:	5.5											
Pressure Tolerance:	7.4											

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: 885159's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Collaborative:	7.0						
Enlists Cooperation:	8.3						
Manufacturing:	7.0						
Optimistic:	3.2						
Precise:	6.6						
Self-acceptance:	3.4						
Self-improvement:	8.2						
Wants Challenge:	9.5						
Wants To Lead:	8.5						
Influencing:	9.3						

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: 885159's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Systematic:	8.0						
Diplomatic:	7.1						
Organized:	5.5						
Outdoors:	4.2						
Science:	7.0						
Team:	9.1						
Effective Enforcing:	7.7						
Certain:	5.9						
Computers:	5.2						
Handles Conflict:	7.9						
Open / reflective:	8.9						
Warmth / empathy:	4.1						
Writing / language:	9.0						
Helpful:	8.2						
Frank:	7.3						
Manages Stress Well:	5.9						
Research / learning:	7.6						
Tolerance Of Structure:	3.7						
Teaching:	8.9						

Traits to avoid (in order of importance)

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

Negative Impact 

	ID: 885159's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Blindly Optimistic:	0.0						
Blunt:	0.3						
Defensive:	0.0						



Job Success Analysis

ID: 885159

Completed: 01/22/2015

For Pathfinders

Compared to: Engineer - Civil Manager (Extensive experience) #HA-777-M-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: 885159's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Impulsive:	0.0						
Authoritarian:	1.1						
Dogmatic:	0.0						
Forceful Enforcing:	0.0						
Harsh:	1.5						
Insensitive:	2.8						
Pay Minus Motivation:	0.0						
Permissive:	0.0						
Self-critical:	4.8						
Skeptical:	6.6						
Dominating:	0.0						
Evasive:	0.0						
Rebellious Autonomy:	0.0						



INTERPERSONAL

ACHIEVEMENT

LEADERSHIP

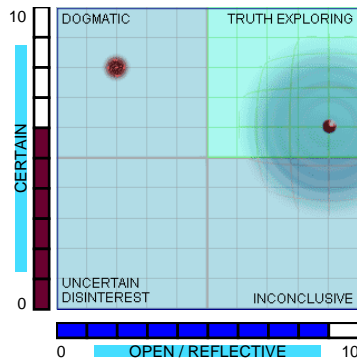
INITIATING

MOTIVATING

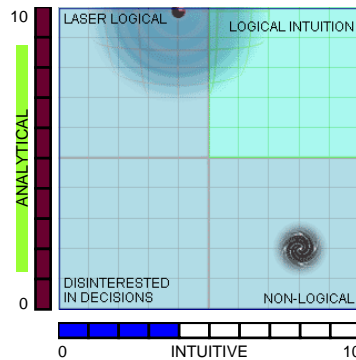
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MAINTAINING

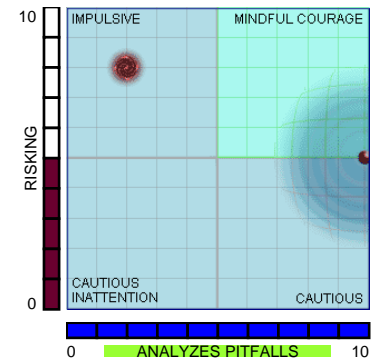
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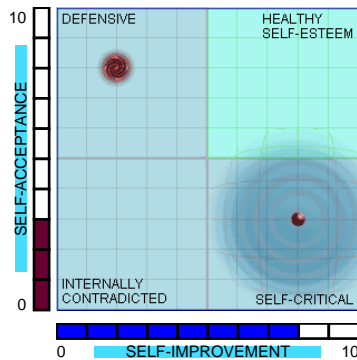
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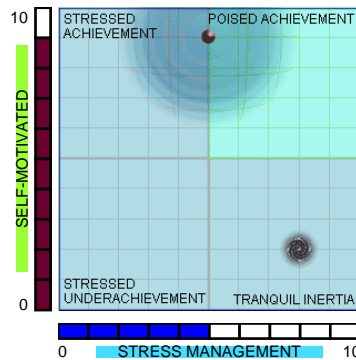
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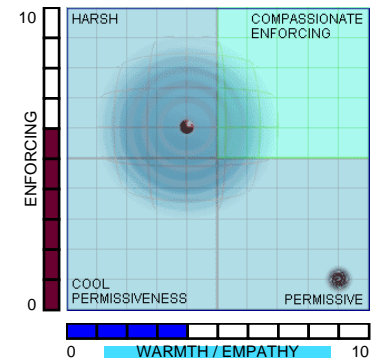
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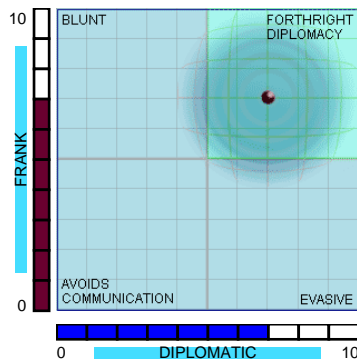
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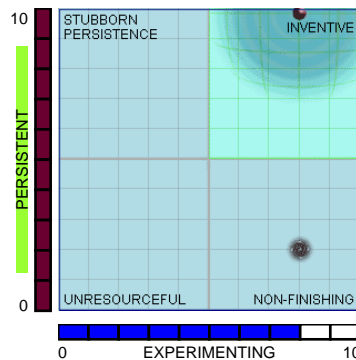
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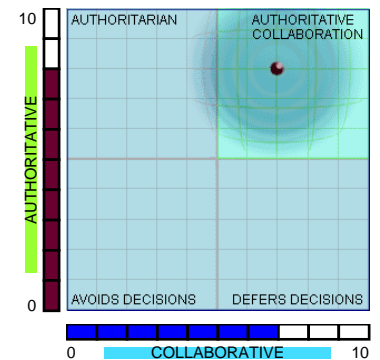
COMMUNICATION



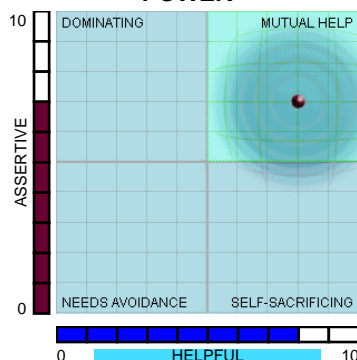
INNOVATION



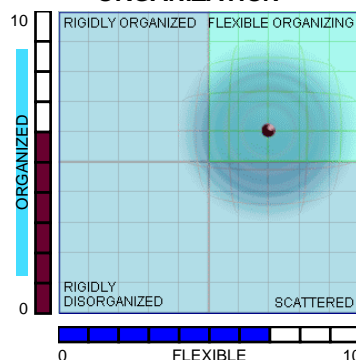
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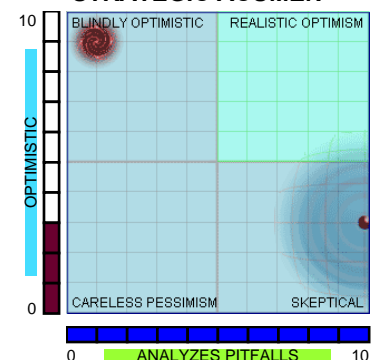
POWER



ORGANIZATION



STRATEGIC ACUMEN



Essential Trait on this template

Desirable Trait on this template



Traits - Simplified

ID: 885159

Completed: 01/22/2015

For Pathfinders

Compared to: Engineer - Civil Manager (Extensive experience) #HA-777-M-E

v06/03/2014

Traits	Score	Retention and Engagement	Score	Work Environment	Score
Persistent	9.9	Factors		Preferences	
Analytical	9.9	Wants Development	10.0	Team	9.1
Analyzes Pitfalls	9.9	Wants Advancement	9.0	Pressure Tolerance	7.4
Planning	9.7	Wants Opinions Valued	8.0	Noise	4.3
Wants Challenge	9.5	Wants Work/Life Balance	7.0	Outdoors	4.2
Cause Motivated	9.4	Wants Flexible Work Time	6.0	Sitting	4.0
Self-motivated	9.4	Wants Quick Pay Increases	5.0	Public Contact	3.8
Influencing	9.3	Wants Appreciation	4.0	Standing	2.6
Open / reflective	8.9	Wants To Be Informed	3.0	Repetition	2.4
Takes Initiative	8.8	Wants Social Opportunities	2.0		
Enthusiastic	8.7	Wants Personal Help	1.0	Behavioral Competencies	Score
Wants To Lead	8.5			Provides Direction	9.0
Enlists Cooperation	8.3	Task Preferences	Score	Innovative	8.8
Helpful	8.2	Teaching	8.9	Negotiating	8.7
Self-improvement	8.2	Research / learning	7.6	Doesn't Need Structure	8.7
Authoritative	8.1	Building / making	6.2	Self-employed	8.3
Wants Autonomy	8.1	Numerical	5.5	Handles Autonomy	8.2
Systematic	8.0	Computers	5.2	Handles Conflict	7.9
Experimenting	7.8	Public Speaking	5.0	Effective Enforcing	7.7
Frank	7.3	Physical Work	3.1	Coaching	7.5
Comfort With Conflict	7.2	Clerical	2.8	Organizational Compatibility	7.0
Diplomatic	7.1	Artistic	2.5	Judgment (strategic)	6.8
Flexible	7.1	Manual Work	2.4	Interpersonal Skills	6.3
Collaborative	7.0	Mechanical	2.4	People Oriented	5.6
Assertive	6.9	Driving	2.0	Receives Correction	5.6
Tempo	6.6			Tolerance Of Evasiveness	5.1
Precise	6.6	Interests	Score		
Outgoing	6.1	Psychology	9.0	Traits to Avoid for this	Score
Tolerance Of Bluntness	6.0	Legal Matters	9.0	Position	
Certain	5.9	Writing / language	9.0	Skeptical	6.6
Manages Stress Well	5.9	Finance / business	8.0	Self-critical	4.8
Wants Frankness	5.7	Computer Software	8.0	Insensitive	2.8
Enforcing	5.5	Selling	7.0	Harsh	1.5
Organized	5.5	Biology	7.0	Authoritarian	1.1
Wants Diplomacy	5.4	Medical Science	7.0	Blunt	0.3
Risking	5.3	Physical Science	7.0	Blindly Optimistic	0.0
Wants Stable Career	5.0	Manufacturing	7.0	Defensive	0.0
Wants Capable Leader	4.7	Science	7.0	Impulsive	0.0
Wants High Pay	4.5	Travel	6.0	Dogmatic	0.0
Warmth / empathy	4.1	Plants	6.0	Forceful Enforcing	0.0
Wants Recognition	3.9	Sports	6.0	Pay Minus Motivation	0.0
Intuitive	3.8	Computer Hardware	6.0	Permissive	0.0
Relaxed	3.8	Children	6.0	Dominating	0.0
Tolerance Of Structure	3.7	Animals	5.0	Evasive	0.0
Self-acceptance	3.4	Health / medicine	5.0	Rebellious Autonomy	0.0
Optimistic	3.2	Entertainment	4.0		
		Electronics	4.0		
		Food	4.0		



Main Graph and Narrative

ID: 885159

Completed: 01/22/2015

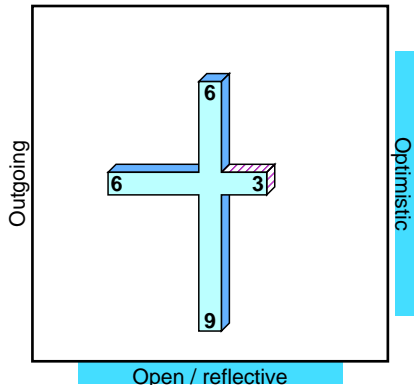
For Pathfinders

Compared to: Engineer - Civil Manager (Extensive experience) #HA-777-M-E

v06/03/2014

OUTLOOK

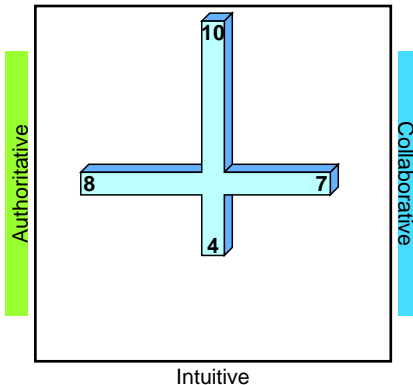
Certain



Open / reflective

DECISIONS

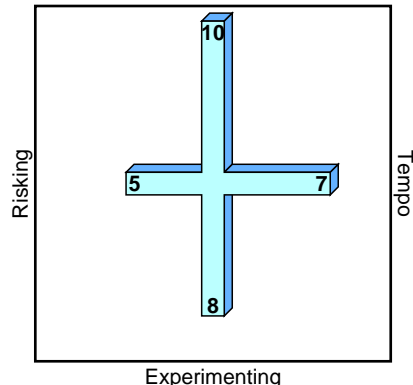
Problem Solving



Intuitive

INNOVATION

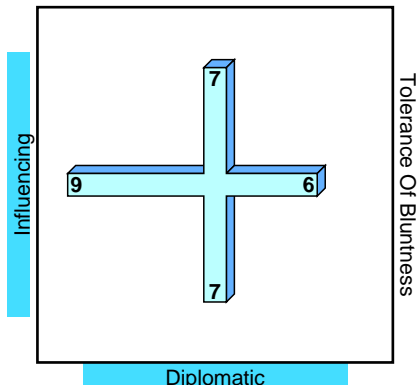
Persistent



Experimenting

COMMUNICATION

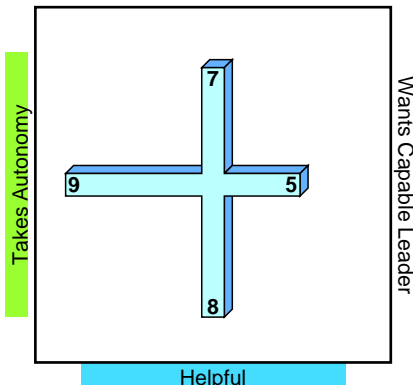
Frank



Diplomatic

POWER

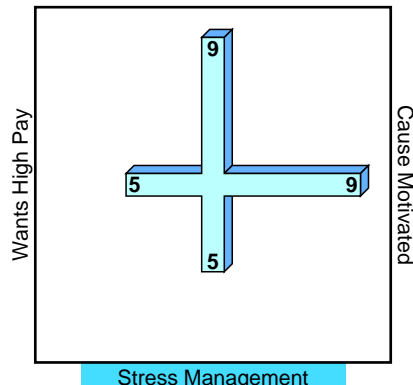
Assertive



Helpful

MOTIVATION

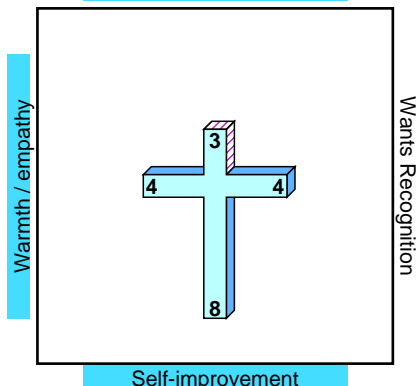
Self-motivated



Stress Management

SUPPORT

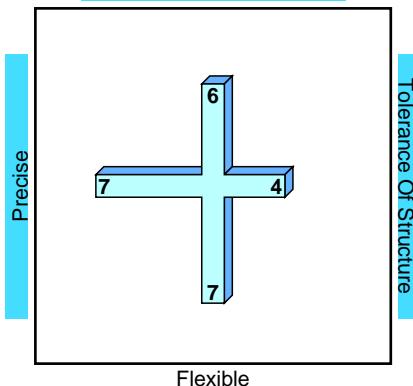
Self-acceptance



Self-improvement

ORGANIZATION

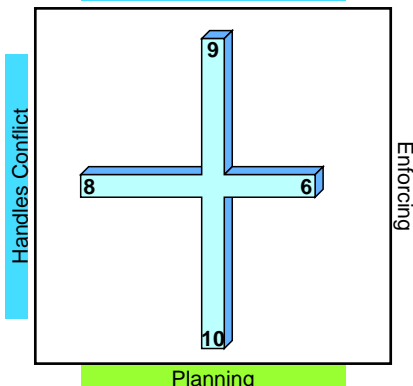
Organized



Flexible

LEADERSHIP

Provides Direction



Planning



Probable Hindrance



Possible Hindrance

Essential Trait on this template

Desirable Trait on this template