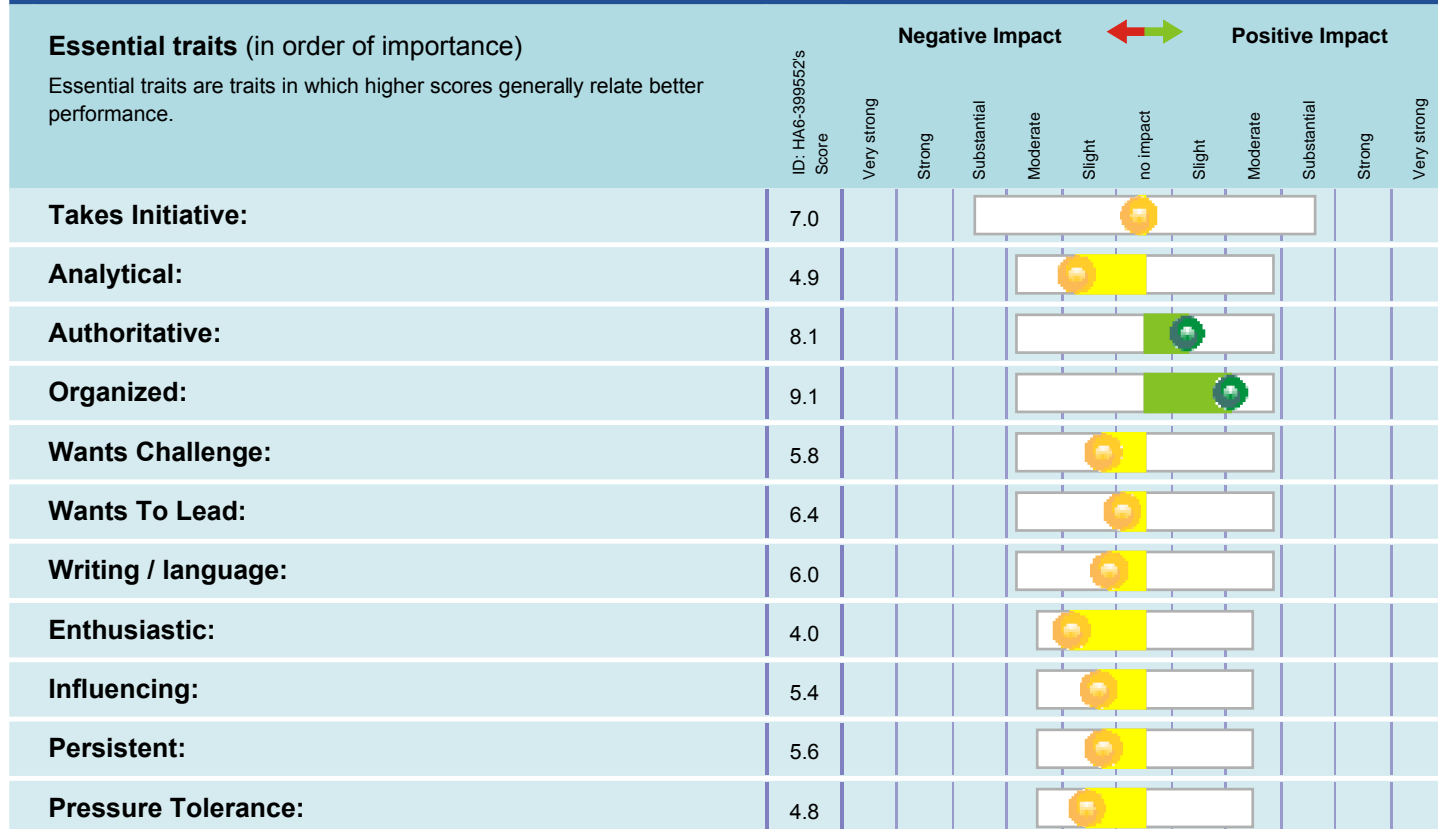


Harrison Assessments Suitability

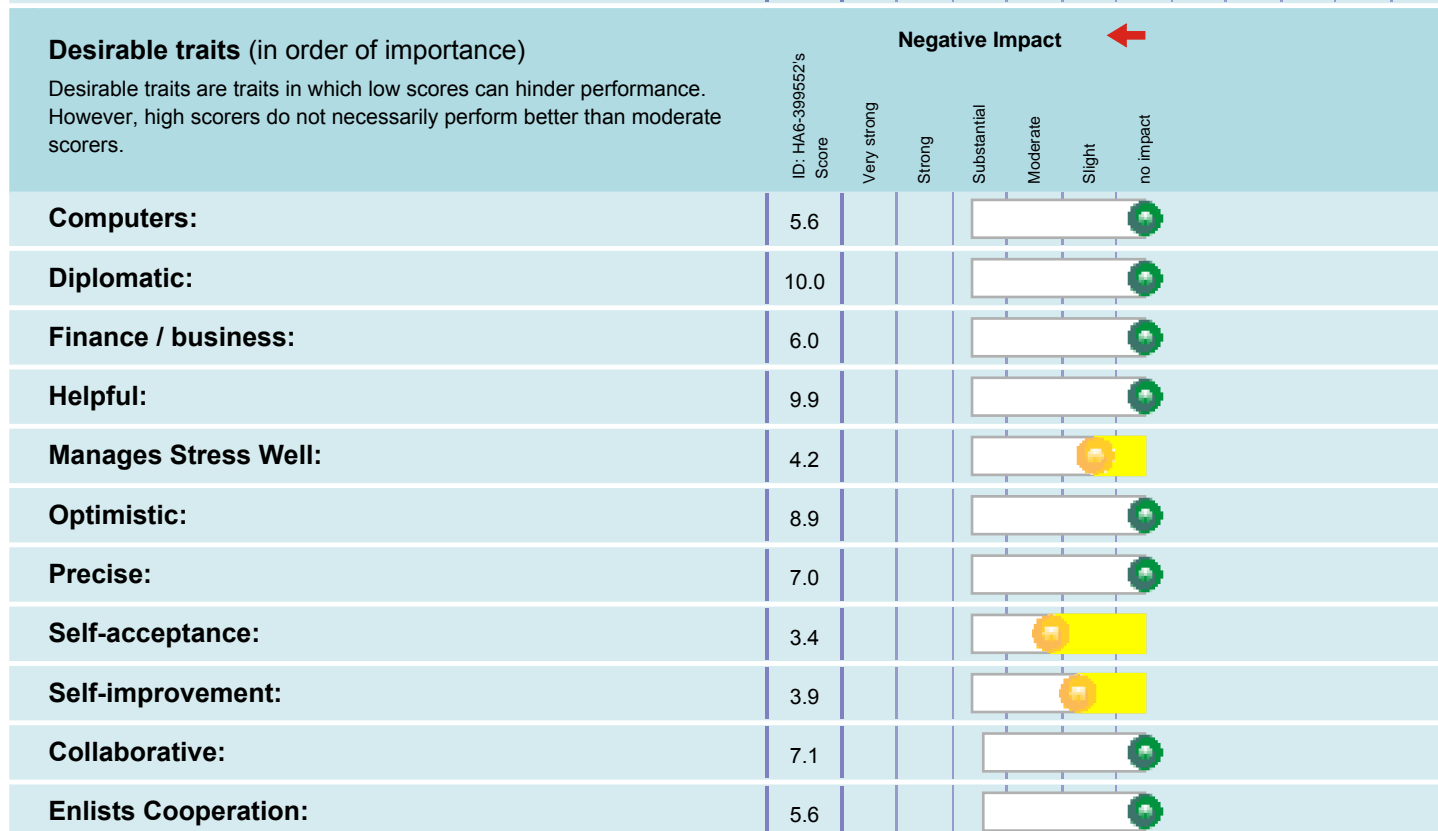
Essential traits (in order of importance)

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



Desirable traits (in order of importance)

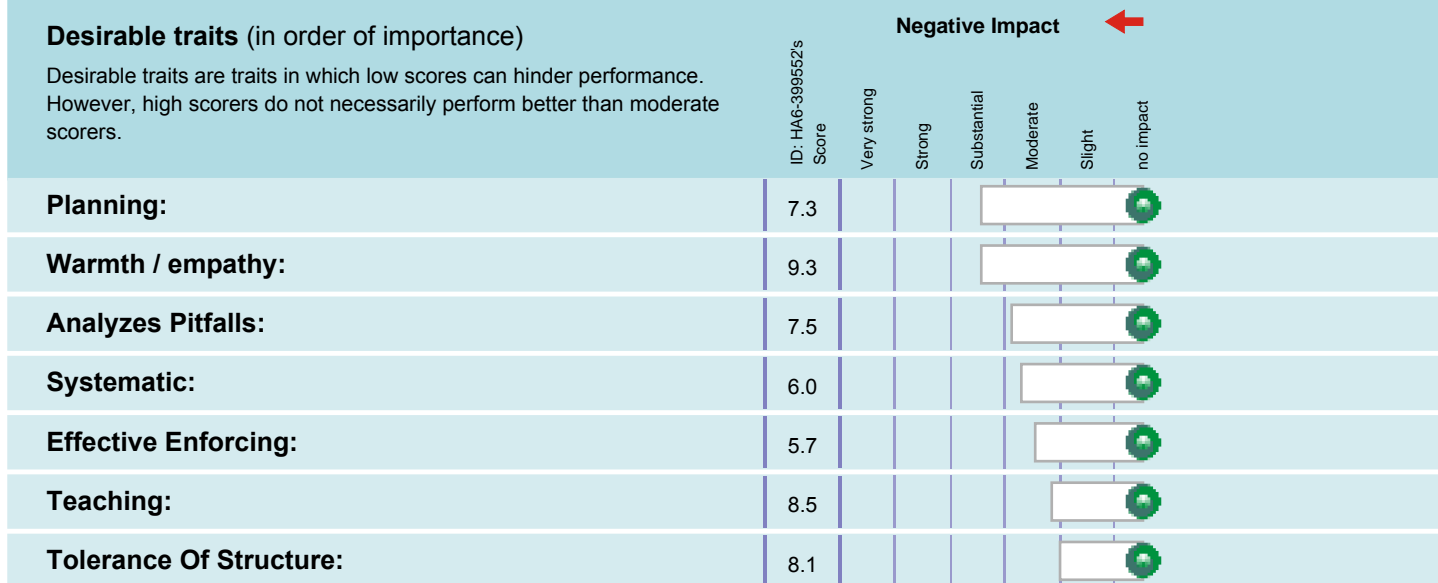
Desirable traits are traits in which low scores can hinder performance. However, high scorers do not necessarily perform better than moderate scorers.



Harrison Assessments Suitability

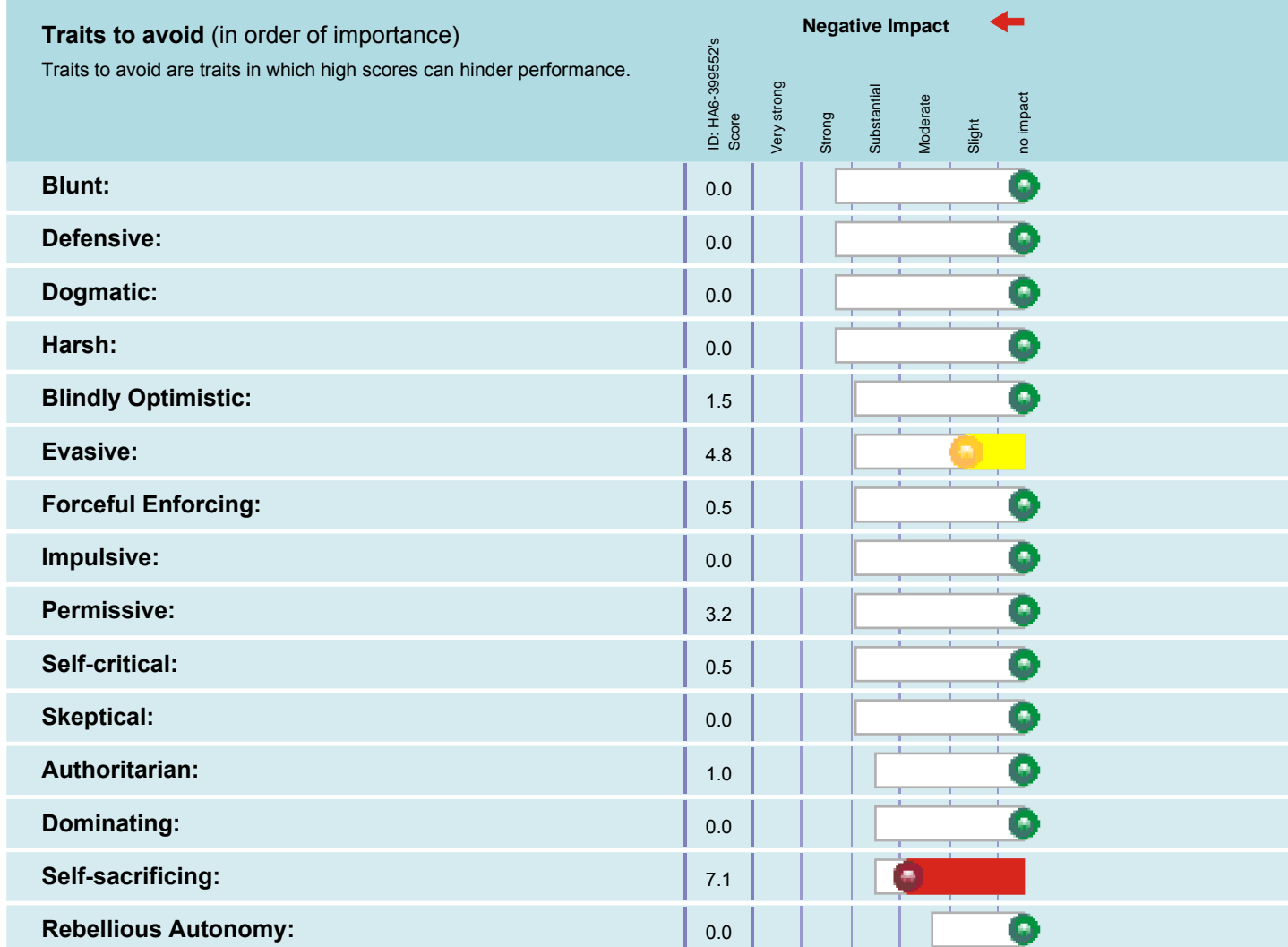
Desirable traits (in order of importance)

Desirable traits are traits in which low scores can hinder performance. However, high scorers do not necessarily perform better than moderate scorers.



Traits to avoid (in order of importance)

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





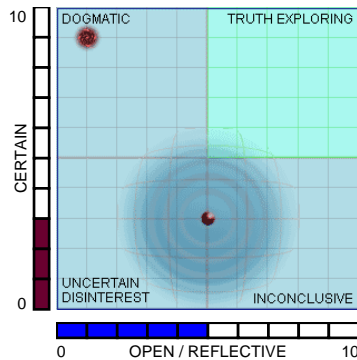
INTERPERSONAL

ACHIEVEMENT

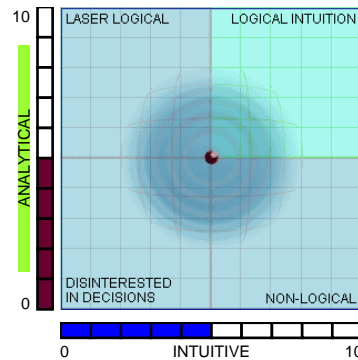
LEADERSHIP

INITIATING

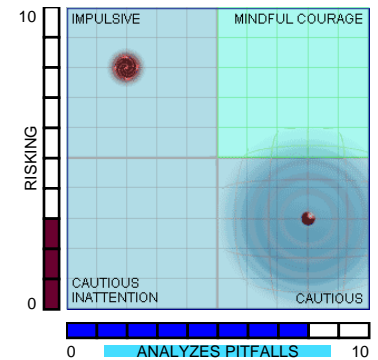
OPINIONS



DECISION APPROACH

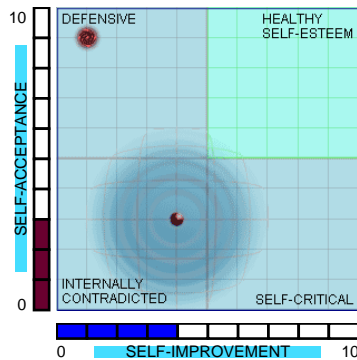


STRATEGIC

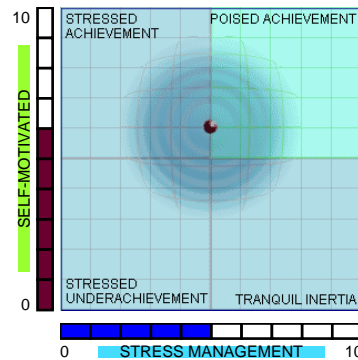


MOTIVATING

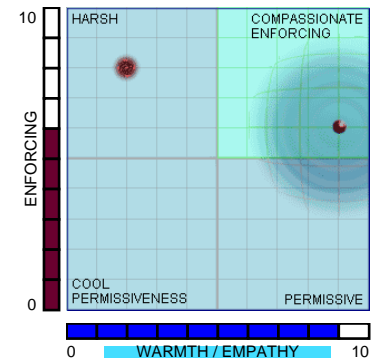
SELF



MOTIVATION

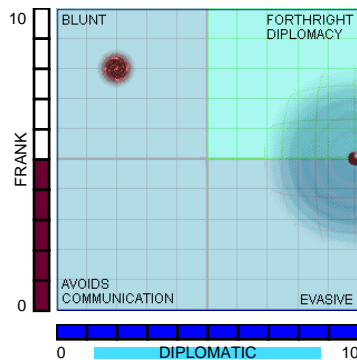


DRIVING

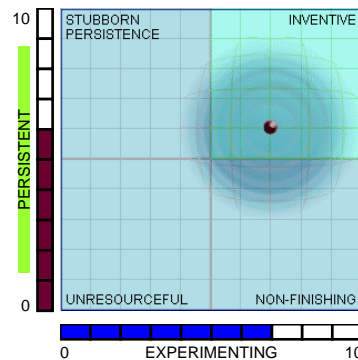


IMPLEMENTING

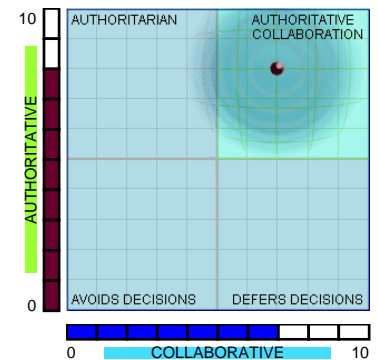
COMMUNICATION



INNOVATION

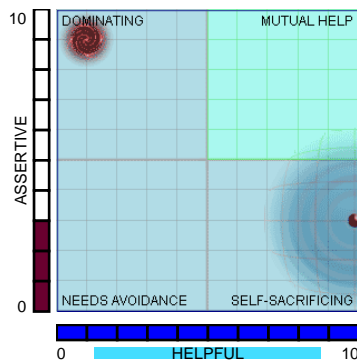


DELEGATION

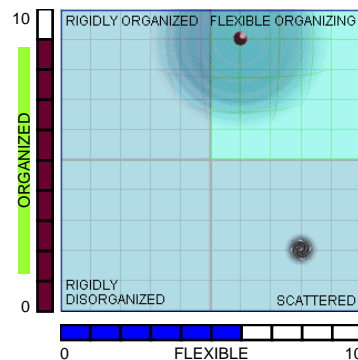


MAINTAINING

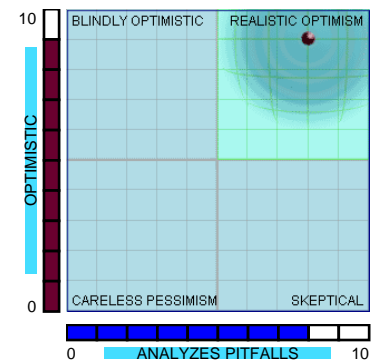
POWER



ORGANIZATION



STRATEGIC ACUMEN



Essential Trait on this template

Desirable Trait on this template



Traits - Simplified

ID: HA6-399552

Completed: 06/25/2009

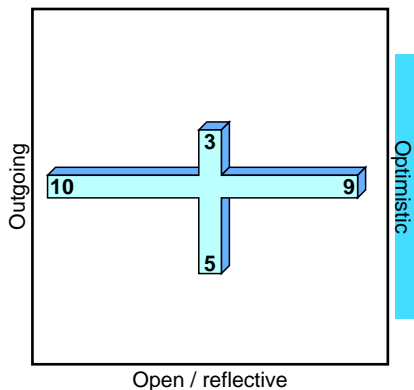
For Pathfinders

Compared to: Office Manager (Moderate experience) #HA-1210-M-M v06/03/2014

Traits	Score	Task Preferences	Score	Behavioral Competencies	Score
Diplomatic	10.0	Research / learning	9.0	Organizational Compatibility	8.1
Helpful	9.9	Artistic	8.6	People Oriented	7.8
Wants Recognition	9.7	Teaching	8.5	Tolerance Of Evasiveness	7.4
Outgoing	9.6	Building / making	8.3	Coaching	6.8
Wants Diplomacy	9.5	Public Speaking	7.9	Provides Direction	6.7
Warmth / empathy	9.3	Manual Work	6.3	Innovative	6.6
Wants Capable Leader	9.1	Computers	5.6	Interpersonal Skills	6.5
Organized	9.1	Clerical	4.4	Negotiating	6.4
Cause Motivated	9.0	Driving	3.1	Handles Conflict	6.4
Optimistic	8.9	Numerical	3.0	Judgment (strategic)	6.3
Wants Stable Career	8.2	Mechanical	2.5	Handles Autonomy	6.1
Authoritative	8.1	Physical Work	2.4	Effective Enforcing	5.7
Tolerance Of Structure	8.1			Doesn't Need Structure	5.2
Analyzes Pitfalls	7.5	Interests	Score	Self-employed	4.7
Experimenting	7.4	Travel	10.0	Receives Correction	4.1
Planning	7.3	Children	10.0		
Collaborative	7.1	Health / medicine	10.0	Traits to Avoid for this	Score
Takes Initiative	7.0	Plants	8.0	Position	
Precise	7.0	Sports	8.0	Self-sacrificing	7.1
Wants High Pay	6.8	Science	8.0	Evasive	4.8
Wants To Lead	6.4	Finance / business	6.0	Permissive	3.2
Enforcing	6.2	Animals	6.0	Blindly Optimistic	1.5
Flexible	6.1	Food	6.0	Authoritarian	1.0
Wants Frankness	6.1	Writing / language	6.0	Forceful Enforcing	0.5
Systematic	6.0	Electronics	2.0	Self-critical	0.5
Self-motivated	5.9			Blunt	0.0
Wants Challenge	5.8	Work Environment	Score	Defensive	0.0
Relaxed	5.7	Preferences		Dogmatic	0.0
Persistent	5.6 *	Outdoors	8.1	Harsh	0.0
Enlists Cooperation	5.6	Repetition	7.6	Impulsive	0.0
Influencing	5.4	Team	6.4	Skeptical	0.0
Frank	5.2	Pressure Tolerance	4.8	Dominating	0.0
Open / reflective	5.0	Public Contact	4.5 *	Rebellious Autonomy	0.0
Analytical	4.9	Standing	2.9		
Intuitive	4.6	Noise	2.3	Functions	Score
Wants Autonomy	4.4	Sitting	2.0	Customer Service - Friendly	8.3
Manages Stress Well	4.2			Administration - General	8.1
Enthusiastic	4.0			Technical	7.5
Comfort With Conflict	3.9			Supervisory	6.5
Self-improvement	3.9			Management - Middle	6.0
Risking	3.4			Management - Upper	5.3
Certain	3.4			Sales - Cold Calling	4.2
Self-acceptance	3.4				
Tolerance Of Bluntness	3.3				
Tempo	2.9				
Assertive	2.8				

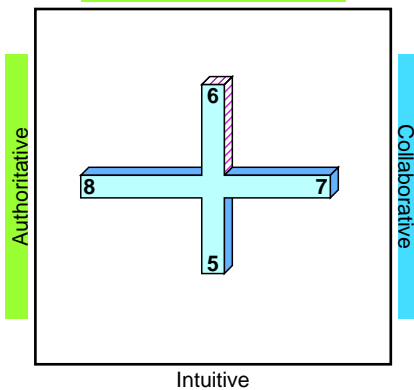
OUTLOOK

Certain



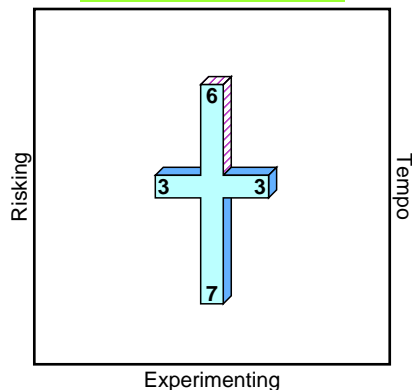
DECISIONS

Problem Solving



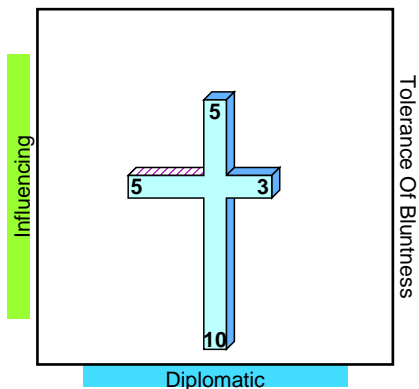
INNOVATION

Persistent



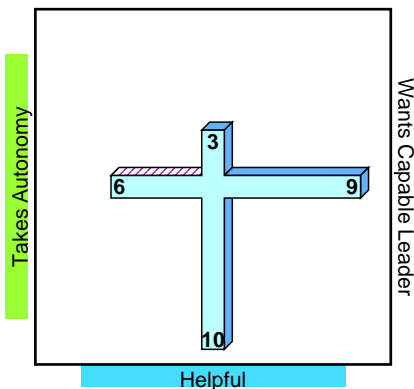
COMMUNICATION

Frank



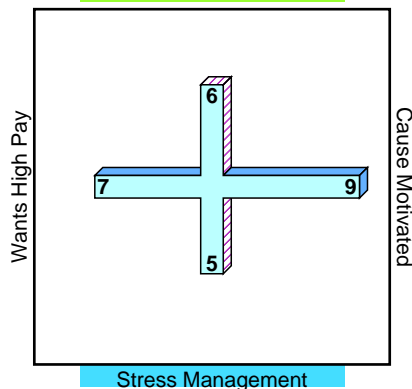
POWER

Assertive



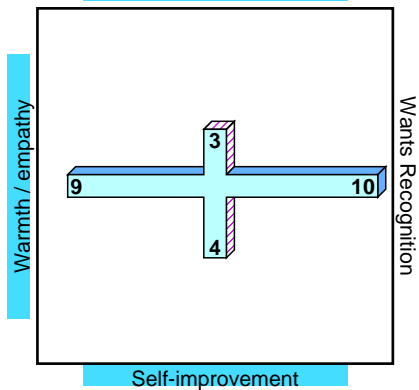
MOTIVATION

Self-motivated



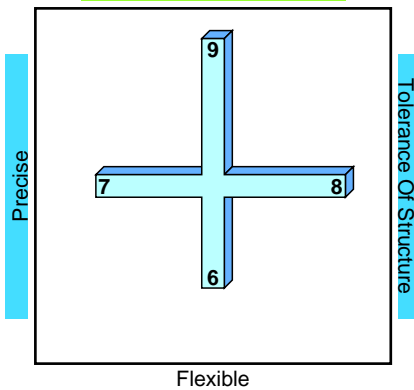
SUPPORT

Self-acceptance



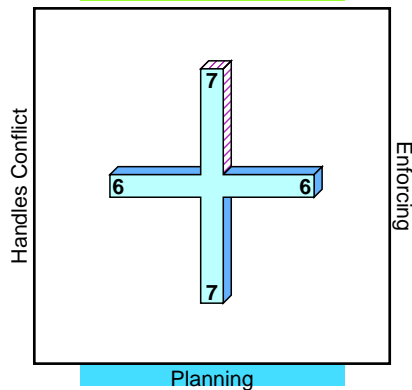
ORGANIZATION

Organized



LEADERSHIP

Provides Direction



Probable Hindrance



Possible Hindrance

Essential Trait on this template

Desirable Trait on this template