













Harrison Assessments Suitability

Essential traits (in order of importance) Essential traits are traits in which higher scores generally relate better performance.	ID: HA6-455189's Score	Negative Impact						Positive Impact					
		Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong	
Takes Initiative:	7.5												
Analytical:	7.6												
Authoritative:	5.4												
Analyzes Pitfalls:	3.7												
Enthusiastic:	4.3												
Persistent:	5.2												
Planning:	8.5												
Precise:	9.5												
Finance / business:	10.0												
Numerical:	9.8												
Organized:	5.7												
Pressure Tolerance:	8.2												
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.	ID: HA6-455189's Score	Negative Impact											
		Very strong	Strong	Substantial	Moderate	Slight	no impact						
Collaborative:	7.7												
Enlists Cooperation:	3.6												
Optimistic:	3.8												
Self-acceptance:	4.2												
Self-improvement:	4.5												
Wants Challenge:	7.2												
Wants To Lead:	5.4												
Clerical:	2.1												
Influencing:	3.9												
Systematic:	6.7												

Harrison Assessments Suitability




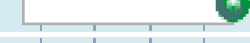





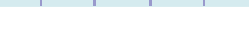
Desirable traits (in order of importance)

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

	ID: HA6-455189's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Diplomatic:	2.6						
Effective Enforcing:	4.2						
Certain:	7.9						
Computers:	8.5						
Handles Conflict:	5.8						
Helpful:	7.0						
Open / reflective:	7.0						
Warmth / empathy:	9.5						
Writing / language:	8.0						
Frank:	2.4						
Manages Stress Well:	4.4						
Tolerance Of Structure:	9.0						

Traits to avoid (in order of importance)

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

	ID: HA6-455189's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Pay Minus Motivation:	0.4						
Blindly Optimistic:	0.1						
Blunt:	0.0						
Defensive:	0.0						
Impulsive:	1.1						
Authoritarian:	0.0						
Dogmatic:	0.9						
Fast But Imprecise:	0.0						
Forceful Enforcing:	2.3						
Harsh:	0.0						



Job Success Analysis

ID: HA6-455189

Completed: 03/21/2010

For Pathfinders

Compared to: **Accountant/Bookkeeper - All Functions Manager (Extensive experience)** #HA-1102-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: HA6-455189's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Insensitive:	0.0						
Permissive:	3.6						
Self-critical:	0.3						
Skeptical:	0.0						
Dominating:	1.2						
Evasive:	0.3						



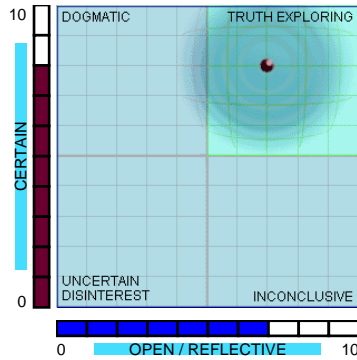
INTERPERSONAL

ACHIEVEMENT

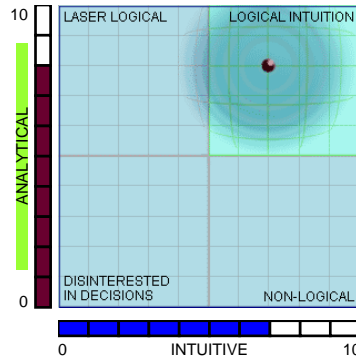
LEADERSHIP

INITIATING

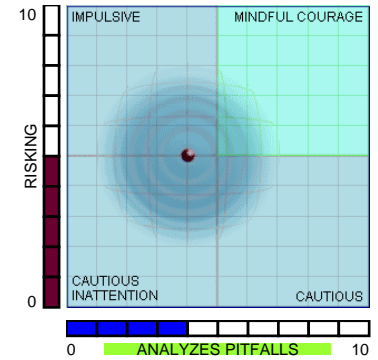
OPINIONS



DECISION APPROACH

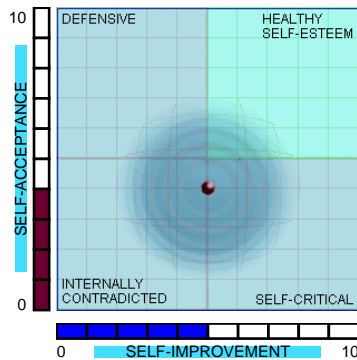


STRATEGIC

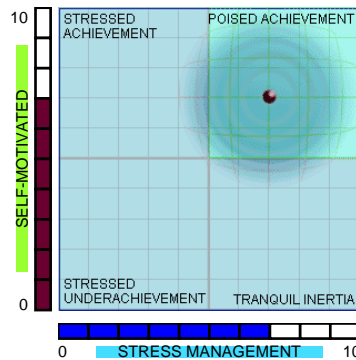


MOTIVATING

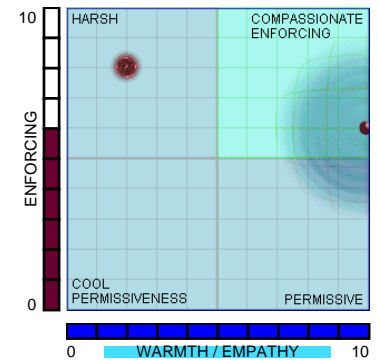
SELF



MOTIVATION

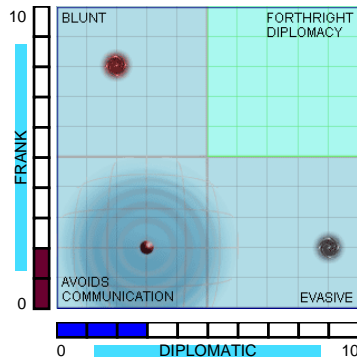


DRIVING

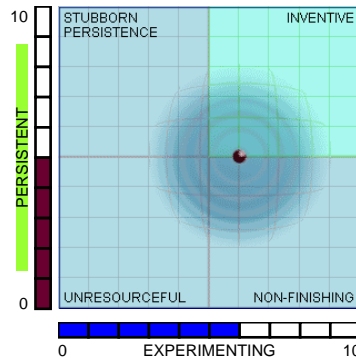


IMPLEMENTING

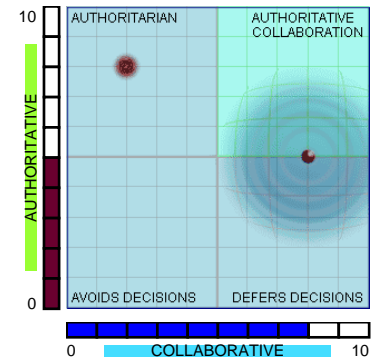
COMMUNICATION



INNOVATION

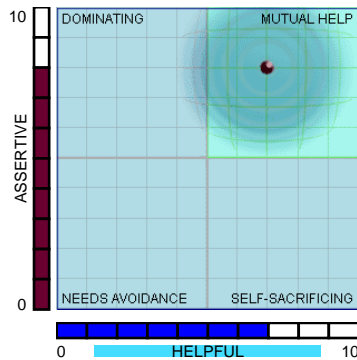


DELEGATION

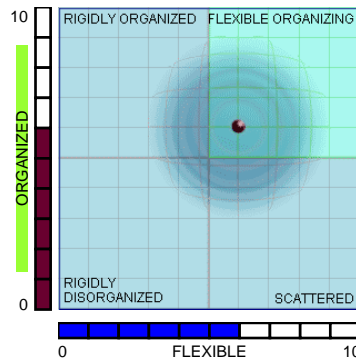


MAINTAINING

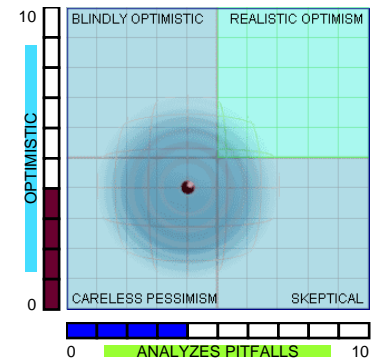
POWER



ORGANIZATION



STRATEGIC ACUMEN



Essential Trait on this template

Desirable Trait on this template

Traits - Simplified

ID: HA6-455189

Completed: 03/21/2010

For Pathfinders

Compared to: Accountant/Bookkeeper - All Functions Manager (Extensive experience) #HA-1102-M-E v06/03/2014

Traits	Score	Task Preferences	Score	Behavioral Competencies	Score
Wants Stable Career	9.9	Numerical	9.8	Tolerance Of Evasiveness	7.2
Precise	9.5	Artistic	9.6	Judgment (strategic)	6.6
Warmth / empathy	9.5	Computers	8.5	People Oriented	6.5
Wants Capable Leader	9.4	Teaching	8.5	Organizational Compatibility	6.5
Tolerance Of Structure	9.0	Public Speaking	6.4	Handles Autonomy	6.2
Wants Diplomacy	8.9	Building / making	5.0	Provides Direction	6.2
Wants Autonomy	8.9	Research / learning	4.7	Handles Conflict	5.8
Relaxed	8.8	Driving	3.9	Innovative	5.8
Planning	8.5	Physical Work	3.1	Doesn't Need Structure	5.7
Assertive	8.2	Mechanical	2.6	Self-employed	5.5
Certain	7.9	Clerical	2.1	Coaching	5.0
Collaborative	7.7	Manual Work	2.0	Effective Enforcing	4.2
Analytical	7.6			Receives Correction	3.3
Wants Recognition	7.6	Interests	Score	Negotiating	3.0
Tempo	7.5	Finance / business	10.0	Interpersonal Skills	2.8
Takes Initiative	7.5	Animals	8.0		
Wants Challenge	7.2	Writing / language	8.0	Traits to Avoid for this Position	Score
Helpful	7.0	Travel	6.0	Permissive	3.6
Open / reflective	7.0	Electronics	6.0	Forceful Enforcing	2.3
Wants High Pay	7.0	Sports	6.0	Dominating	1.2
Intuitive	6.7 *	Food	6.0	Impulsive	1.1
Cause Motivated	6.7	Science	6.0	Dogmatic	0.9
Systematic	6.7	Children	6.0	Pay Minus Motivation	0.4
Self-motivated	6.6	Health / medicine	6.0	Self-critical	0.3
Flexible	6.3	Plants	2.0	Evasive	0.3
Enforcing	5.9	Work Environment Preferences	Score	Blindly Optimistic	0.1
Experimenting	5.8	Pressure Tolerance	8.2	Blunt	0.0
Organized	5.7	Repetition	8.2	Defensive	0.0
Authoritative	5.4	Public Contact	6.8	Authoritarian	0.0
Wants To Lead	5.4	Noise	6.1	Fast But Imprecise	0.0
Persistent	5.2	Team	5.8	Harsh	0.0
Risking	4.8	Sitting	5.7	Insensitive	0.0
Tolerance Of Bluntness	4.7	Outdoors	3.3	Skeptical	0.0
Outgoing	4.6	Standing	2.3		
Self-improvement	4.5			Functions	Score
Manages Stress Well	4.4			Technical	8.0
Enthusiastic	4.3			Administration - General	6.1
Self-acceptance	4.2			Management - Upper	5.0
Comfort With Conflict	4.0			Management - Middle	5.0
Influencing	3.9			Supervisory	4.5
Optimistic	3.8			Sales - Cold Calling	4.2
Analyzes Pitfalls	3.7			Customer Service - Friendly	3.0
Enlists Cooperation	3.6				
Wants Frankness	3.1				
Diplomatic	2.6				
Frank	2.4				

Main Graph and Narrative

ID: HA6-455189

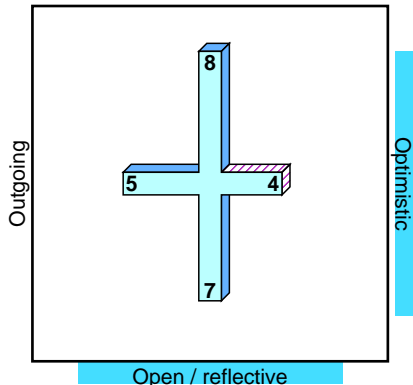
Completed: 03/21/2010

For Pathfinders

Compared to: **Accountant/Bookkeeper - All Functions Manager (Extensive experience)** #HA-1102-M-E v06/03/2014

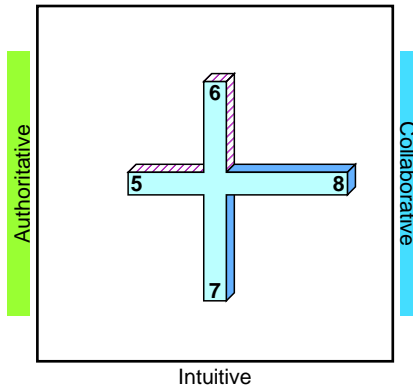
OUTLOOK

Certain



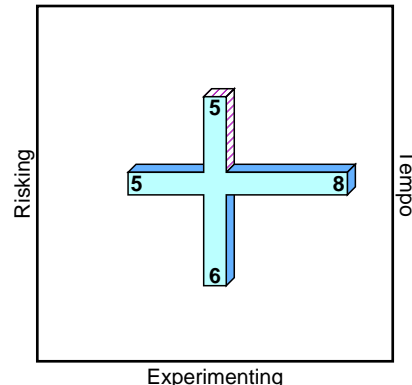
DECISIONS

Problem Solving



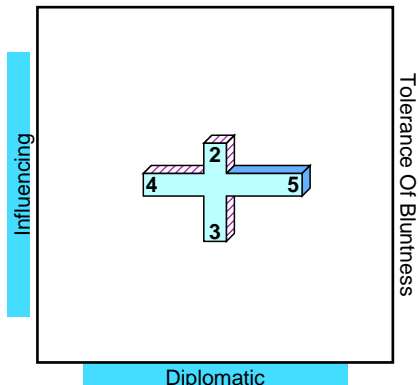
INNOVATION

Persistent



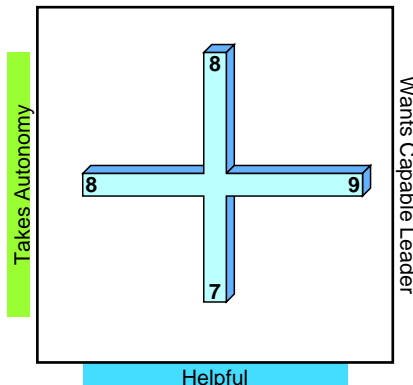
COMMUNICATION

Frank



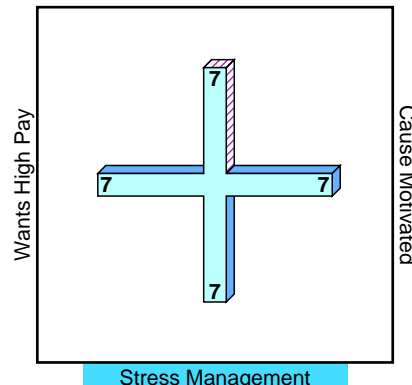
POWER

Assertive



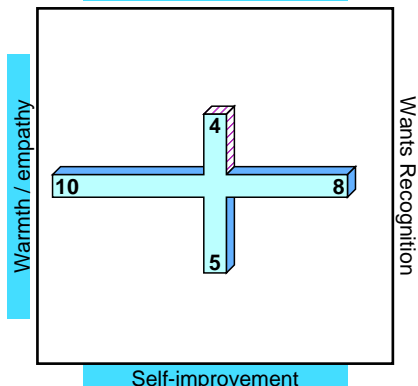
MOTIVATION

Self-motivated



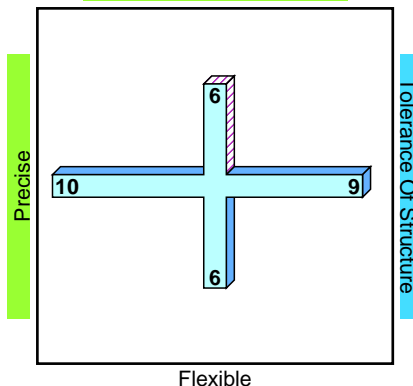
SUPPORT

Self-acceptance



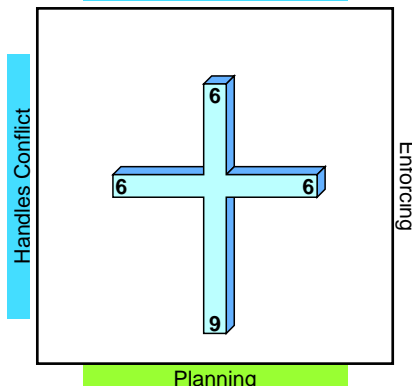
ORGANIZATION

Organized



LEADERSHIP

Provides Direction



Probable Hindrance



Possible Hindrance

Essential Trait on this template

Desirable Trait on this template