

The report lists Andrew's traits and corresponding scores in descending order for each trait category. The trait definitions are to the right of each trait. If a position was selected when running this report, the traits related to the position will be highlighted in **green** for Essential Traits, **blue** for Desirable Traits, and **red** for Traits to Avoid that could hinder Andrew's performance.

The questionnaire includes a technological 'consistency detector' that indicates the reliability of results by analyzing the consistency of the answers on the questionnaire. Andrew's consistency score is 96 which indicates that Andrew is 99.2% consistent in answering the questionnaire. This indicates a high likelihood that Andrew was truthful, accurately self-aware, and able to concentrate on the questionnaire.

A single asterisk, \*, indicates that there are some inconsistencies related to this trait, but the result is probably reliable. A double asterisks, \*\*, indicates that there are some inconsistencies related to this trait, and the result is probably questionable.

## Traits

These are the primary work preference and personality factors measured in the Harrison Assessments system, listed in order of Andrew's scores.

### Life Themes - Andrew's life themes, highest values, key potential strengths

| Trait            | Andrew's Score | Description                                                                                  |
|------------------|----------------|----------------------------------------------------------------------------------------------|
| Helpful          | 9.9            | The tendency to respond to others' needs and assist or support others to achieve their goals |
| Warmth / empathy | 9.9            | The tendency to express positive feelings and affinity toward others                         |
| Wants Autonomy   | 9.6            | The desire to have freedom or independence from authority                                    |
| Optimistic       | 9.5            | The tendency to believe the future will be positive                                          |
| Wants Challenge  | 9.4            | The willingness to attempt difficult tasks or goals                                          |

### Strengths and Preferred Focus - Andrew's potential strength and preferred focus

| Trait                  | Andrew's Score | Description                                                                                             |
|------------------------|----------------|---------------------------------------------------------------------------------------------------------|
| Risking                | 9.2            | The tendency to feel comfortable with business ventures that involve uncertainty                        |
| Outgoing               | 9.2            | The tendency to be socially extroverted and the enjoyment of meeting new people                         |
| Wants To Lead          | 9.2            | The desire to be in a position to direct or guide others                                                |
| Cause Motivated        | 9.1            | The tendency to be motivated to help society                                                            |
| Self-motivated         | 9.0            | The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals |
| Takes Initiative       | 8.7            | The tendency to perceive what is necessary to be accomplished and to proceed on one's own               |
| Diplomatic             | 8.6            | The tendency to state things in a tactful manner                                                        |
| Authoritative          | 8.6            | The desire for decision-making authority and the willingness to accept decision-making responsibility   |
| Persistent             | 8.6            | The tendency to be tenacious despite encountering significant obstacles                                 |
| Open / reflective      | 8.2            | The tendency to reflect on many different viewpoints                                                    |
| Enthusiastic           | 8.2            | The tendency to be eager and excited toward one's own goals                                             |
| Influencing            | 8.1            | The tendency to try to persuade others                                                                  |
| Tolerance Of Bluntness | 7.8            | The level of comfort related to receiving abrupt or frank communications from others                    |
| Tempo                  | 7.7            | The enjoyment of work that needs to be done quickly                                                     |
| Flexible               | 7.7            | The tendency to easily adapt to change                                                                  |
| Analytical             | 7.5            | The tendency to logically examine facts and situations (not necessarily analytical ability)             |

## Traits

### Acceptable Areas - Andrew's moderate strengths and preferences

| Trait               | Andrew's Score | Description                                                                                    |
|---------------------|----------------|------------------------------------------------------------------------------------------------|
| Wants Recognition   | 7.3            | The desire for positive acknowledgement (from others) related to one's abilities and strengths |
| Frank               | 7.1            | The tendency to be straightforward, direct, to the point, and forthright                       |
| Self-acceptance     | 7.0            | The tendency to like oneself ("I'm O.K. the way I am")                                         |
| Certain             | 6.8            | The tendency to feel confident in one's opinions                                               |
| Wants Frankness     | 6.8            | The desire for others to be direct, straightforward, and to the point                          |
| Intuitive           | 6.6            | The tendency to use hunches to help make decisions (not necessarily intuitive capabilities)    |
| Self-improvement    | 6.6            | The tendency to attempt to develop or better oneself                                           |
| Experimenting       | 6.4            | The tendency to try new things and new ways of doing things                                    |
| Wants Stable Career | 5.6            | The desire for long-term or permanent employment                                               |

### Willing to do - Areas in which Andrew is willing if not required a large percentage of the time

| Trait                 | Andrew's Score | Description                                                                                    |
|-----------------------|----------------|------------------------------------------------------------------------------------------------|
| Comfort With Conflict | 5.4            | The tendency to be comfortable with confrontation or strife                                    |
| Wants High Pay        | 5.4            | The desire to earn greater remuneration                                                        |
| Relaxed               | 5.2            | The tendency to feel at ease or calm while working                                             |
| Enlists Cooperation   | 5.0            | The tendency to invite others to participate in or join an effort                              |
| Assertive             | 4.9            | The tendency to put forward personal wants and needs                                           |
| Collaborative         | 4.7            | The tendency to collaborate with others when making decisions                                  |
| Planning              | 4.7            | The tendency to formulate ideas related to the steps and process of accomplishing an objective |
| Manages Stress Well   | 4.5            | The tendency to deal effectively with strain and difficulty when it occurs                     |
| Wants Capable Leader  | 4.5            | The desire to have a leader one perceives to be capable                                        |
| Wants Diplomacy       | 4.3            | The desire for others to be tactful                                                            |
| Systematic            | 4.1            | The enjoyment of tasks that require carefully or methodically thinking through steps.          |
| Organized             | 3.9            | The tendency to place and maintain order in an environment or situation                        |
| Analyzes Pitfalls     | 3.8            | The tendency to scrutinize potential difficulties related to a plan or strategy                |

### Prefer Not to Do It - Andrew would prefer to be doing other things than these

| Trait                  | Andrew's Score | Description                                                                         |
|------------------------|----------------|-------------------------------------------------------------------------------------|
| Tolerance Of Structure | 3.3            | The tolerance of following rules, schedules, and procedures created by someone else |
| Enforcing              | 3.1            | The tendency to insist upon necessary rules being followed                          |

### Strongly Prefer Not to Do It - Andrew strongly would prefer to be doing other things than these

| Trait   | Andrew's Score | Description                                                                            |
|---------|----------------|----------------------------------------------------------------------------------------|
| Precise | 2.3            | The enjoyment of work that requires being exact and the tendency to be detail oriented |

## Retention and Engagement Factors

These are Andrew's retention and engagement factors listed in order.

## Retention and Engagement Factors

| Retention and Engagement Factors | Andrew's Score | Description                                                                                |
|----------------------------------|----------------|--------------------------------------------------------------------------------------------|
| Wants Social Opportunities       | 10.0           | The desire to have a workplace that enables one to meet and interact with others           |
| Wants Development                | 9.0            | The desire to have work opportunities to learn new skills or increase abilities            |
| Wants Opinions Valued            | 8.0            | The desire to have an employer who listens and gives importance to one's views             |
| Wants Personal Help              | 7.0            | The desire to receive some type of employer support related to one's personal difficulties |
| Wants Work/Life Balance          | 6.0            | The desire to have sufficient time away from work for rest, enjoyment, or family           |
| Wants Appreciation               | 5.0            | The desire to have an employer who expresses appreciation for one's work                   |
| Wants To Be Informed             | 4.0            | The desire to have an employer who freely shares information related to one's work or job  |
| Wants Advancement                | 3.0            | The desire to have work opportunities to expand one's career or responsibilities           |
| Wants Quick Pay Increases        | 2.0            | The desire to have an employer who offers relatively frequent pay increases                |
| Wants Flexible Work Time         | 1.0            | The desire to have adjustable working hours or holiday schedules                           |

## Task Preferences

These are tasks listed in order of Andrew's preferences.

| Task Preference     | Andrew's Score | Description                                                                                     |
|---------------------|----------------|-------------------------------------------------------------------------------------------------|
| Numerical           | 8.0            | The enjoyment of counting, calculating, or analyzing quantities using mathematics               |
| Computers           | 6.6            | The enjoyment of working with electronic machines that calculate, store, or analyze information |
| Public Speaking     | 6.5            | The enjoyment of presenting or articulating information to groups of people                     |
| Teaching            | 5.8            | The enjoyment of instructing, training, or educating others                                     |
| Manual Work         | 5.7            | The enjoyment of work that involves using one's hands                                           |
| Artistic            | 5.4            | The enjoyment of making things look beautiful or attractive                                     |
| Driving             | 4.0            | The enjoyment of operating a motor vehicle                                                      |
| Research / learning | 3.4            | The enjoyment of gathering and comprehending new information                                    |
| Building / making   | 3.0            | The enjoyment of constructing or putting together anything                                      |
| Mechanical          | 2.8            | The enjoyment of work that involves fixing or repairing something                               |
| Clerical            | 2.5            | The enjoyment of tasks such as typing or filing or organizing information                       |
| Physical Work       | 2.5            | The enjoyment of work that involves substantial bodily effort                                   |

## Interests

These are interests listed in order of Andrew's areas of interest.

| Interest           | Andrew's Score | Description                                                                                        |
|--------------------|----------------|----------------------------------------------------------------------------------------------------|
| Psychology         | 10.0           | The interest in human mental functions including mannerisms, actions, attitudes, and abilities     |
| Electronics        | 10.0           | The interest in designing, assembling, repairing, or operating automated or computerized equipment |
| Animals            | 10.0           | The interest in working with mammals, birds, reptiles, or fish                                     |
| Food               | 10.0           | The interest in work relating to food                                                              |
| Entertainment      | 8.0            | The interest in activity that holds the attention and interest of an audience                      |
| Plants             | 8.0            | The interest in shrubs, gardening, botany, trees, or farming                                       |
| Computer Hardware  | 8.0            | The interest in the physical elements that constitute a computer system                            |
| Computer Software  | 8.0            | The interest in the non-tangible program components of computers                                   |
| Finance / business | 7.0            | The interest in commerce or fiscal management                                                      |
| Physical Science   | 6.0            | The interest in the physics and chemistry of nature                                                |

## Interests

| Interest           | Andrew's Score | Description                                                                                               |
|--------------------|----------------|-----------------------------------------------------------------------------------------------------------|
| Science            | 6.0            | The interest in any body of knowledge that uses a systematic method for achieving knowledge               |
| Selling            | 5.0            | The interest in convincing or influencing others to purchase a product or service                         |
| Manufacturing      | 5.0            | The interest in the production of products using labor, machines, or chemicals                            |
| Legal Matters      | 4.0            | The interest in rules created by social institutions to govern society and business                       |
| Biology            | 3.0            | The interest in the structure, function, growth, evolution, distribution, or taxonomy of living organisms |
| Travel             | 2.0            | The interest in work that involves frequently taking a journey                                            |
| Sports             | 2.0            | The interest in work that involves sports                                                                 |
| Medical Science    | 2.0            | The interest in at least one of the applied sciences related to healthcare                                |
| Writing / language | 2.0            | The interest in work that involves formulating words to convey meaning (i.e., journalism or translator)   |
| Children           | 2.0            | The interest in working with children                                                                     |
| Health / medicine  | 2.0            | The interest in health or medicine                                                                        |

## Work Environment Preferences

These are work environment preferences listed in Andrew's order of preference.

| Work Environment Preference | Andrew's Score | Description                                                                                           |
|-----------------------------|----------------|-------------------------------------------------------------------------------------------------------|
| Pressure Tolerance          | 9.7            | The level of comfort related to working under deadlines and busy schedules                            |
| Public Contact              | 7.2            | The level of comfort interacting with a wide range of people representative of general society        |
| Sitting                     | 6.1            | The tolerance of sitting for long periods in which there is no opportunity to stand or walk around    |
| Team                        | 4.5            | The enjoyment of working closely in a co-operative team effort (not necessarily the ability to do so) |
| Noise                       | 3.7            | The tolerance of working in an environment that has loud or continuous sounds                         |
| Standing                    | 3.1            | The tolerance of standing in one place for long periods (no opportunity to sit or walk around)        |
| Outdoors                    | 2.3            | The desire to work in an outside environment                                                          |
| Repetition                  | 2.1            | The tolerance of monotonous work: a single activity repeated over and over (e.g. assembly line)       |

## Behavioral Competencies

Behavioral competencies are composed of numerous traits, and are listed in order of Andrew's strengths.

| Behavioral Competency        | Andrew's Score | Description                                                                                                                                                                                 |
|------------------------------|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Handles Autonomy             | 9.3            | The tendency to have the motivation and self-reliance necessary for a significant amount of independence from immediate supervision (does not indicate the necessary job related knowledge) |
| Provides Direction           | 9.0            | The tendency to manifest the traits necessary for a leadership role                                                                                                                         |
| People Oriented              | 8.7            | The tendency to have a balance of traits that would enable one to positively interact with others                                                                                           |
| Handles Conflict             | 8.7            | The tendency to skillfully face discord or strife, and the interpersonal skills necessary to deal with it effectively                                                                       |
| Organizational Compatibility | 8.6            | The tendency to work co-operatively with others (assuming sufficient job related knowledge and team compatibility)                                                                          |
| Interpersonal Skills         | 8.3            | The tendency to have a balance of traits that relate to effective interaction with others                                                                                                   |
| Coaching                     | 8.3            | The tendency to be an effective facilitator of the development of employees (one to one interactions)                                                                                       |
| Receives Correction          | 8.1            | The tendency to accept guidance intended to improve performance                                                                                                                             |
| Innovative                   | 7.9            | The tendency to create new and more effective ways of doing things                                                                                                                          |

## Behavioral Competencies

| Behavioral Competency    | Andrew's Score | Description                                                                                                                                                  |
|--------------------------|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Doesn't Need Structure   | 7.8            | The tendency to manifest the traits that would enable one to occupy a position that does not have much structure (assuming sufficient job related knowledge) |
| Self-employed            | 6.9            | The tendency to enjoy activities that would be required for self employment (does not necessarily indicate sufficient business related knowledge)            |
| Negotiating              | 6.5            | The tendency to bargain in order to reach a beneficial agreement                                                                                             |
| Tolerance Of Evasiveness | 6.0            | The level of comfort related to dealing with people who are indirect or lacking in frankness                                                                 |
| Effective Enforcing      | 5.0            | The tendency to skillfully correct others when they are violating rules or performing poorly                                                                 |
| Judgment (strategic)     | 2.1            | The tendency to have a balance of traits necessary to discern pertinent information, and formulate an effective strategy                                     |

## Functions

These scores reflect Andrew's level of suitability for each of the following job categories on a scale of 0 to 10.

| Functions                   | Andrew's Score | Description                                                                                                                                                                                                                                                                    |
|-----------------------------|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Customer Service - Friendly | 9.6            | This template is for a position in which the primary requirement is friendliness (not necessarily efficiency). It focuses on a variety of interpersonal skills related to serving customers. It also screens for personal honesty and at least a moderate level of motivation. |
| Sales - Cold Calling        | 9.2            | This position relates to sales in general but is oriented toward sales positions that require prospecting for new clients with mostly cold calling. It focuses on achievement, self-motivation, and various interpersonal skills related to persuasion.                        |
| Supervisory                 | 7.0            | This template is designed for a position that has supervisory responsibilities. It focuses on self-motivation and organization. It also screens for a lack of interpersonal skills necessary to be a supervisor.                                                               |
| Management - Middle         | 4.8            | This template is designed for a position that has the responsibilities of middle management. It focuses on achievement, self-motivation, leadership, and decision-making. It also screens for a lack of interpersonal skills necessary for management.                         |
| Management - Upper          | 4.3            | This template is designed for a senior management position. It focuses on leadership, achievement, self-motivation, decision-making, and various interpersonal skills that relate to leadership.                                                                               |
| Technical                   | 3.8            | This template is specifically designed for a technical position. It focuses on analytical tendencies, organizational skills, and self-motivation. It also screens for a lack of interpersonal skills necessary for interacting with co-workers.                                |
| Administration - General    | 0.0            | This position is specifically designed for a general administration role. It focuses on being organized and detail oriented. In addition, it screens for a lack of interpersonal skills necessary for interacting with co-workers.                                             |