Competency Demonstration Scorecard

_____ _____ _____

Participant (Name & Organization)   Assessor   Date

Harrison Assessments Section	Demonstrates Proficiency	Needs Improvement	Comments, Strengths & Opportunities for Development
Harrison Assessment			
Measures behavioral preferences & tendencies; Not a personality inventory	☐	☐	
Consistency Score			
How derived	☐	☐	
Traits & Definitions			
Scale: 2-10 with 6 as midpoint	☐	☐	
Analogy for exponential nature of the score	☐	☐	
Succinct explanation	☐	☐	
Stack ranked	☐	☐	
Life Themes – Top 5 Preferences	☐	☐	
Explain other traits – interests, composite traits	☐	☐	
Enjoyment Performance Theory			
One of two theories on which the Harrison Assessment is based	☐	☐	
Explain both cycles succinctly	☐	☐	
Implications of low preference	☐	☐	

Harrison Assessments Section	Demonstrates Proficiency	Needs Improvement	Comments, Strengths & Opportunities for Development
Paradox Theory/Graph			
Second theory; explain a paradox	☐	☐	
Explain why 24 traits are chosen	☐	☐	
Same Paradox Graph no matter the template	☐	☐	
Score and range of behavior	☐	☐	
Extended balance/Balanced Versatility	☐	☐	
Imbalance	☐	☐	
Balanced deficiency	☐	☐	
Behavioral flip; (5-9)	☐	☐	
Size / color/ frequency of flip	☐	☐	
Explain quadrant labels reference to paradox summary column implications page – 3 columns	☐	☐	
Main Graph			
Explain Main Graph. Contains all 12 paradoxes plus complementary traits. Not looking at paradoxes but looking for patterns of behavior that drive or inhibit performance, composite, microcosms or behavior	☐	☐	
Locations of paradoxes / combination traits	☐	☐	
Complimentary traits/ definitions, especially Cause Motivated, Wants Recognition, Wants High Pay, Wants Capable Leader, Outgoing	☐	☐	
Tempo / Precise	☐	☐	
CAFÉ & simple patter recognition	☐	☐	
Job Success Analysis			
No "good" or "bad" template itself	☐	☐	
Template	☐	☐	
3 Categories of template and difference between	☐	☐	
Concept of threshold traits for Desirable Traits	☐	☐	
Importance of Traits to Avoid	☐	☐	
Green and Blue shading used elsewhere in the document	☐	☐	

Recommend for next level: YES ☐   NO ☐