

## Harrison Assessments Suitability

This report identifies the specific factors related to this Emotional Intelligence Analysis behavioral competency and shows how the employee's score for each related factor impacts success for this behavioral competency.

The overall score indicates the employee's likely success related to this behavioral competency. The score to the right of each factor is the employee's score for that factor.

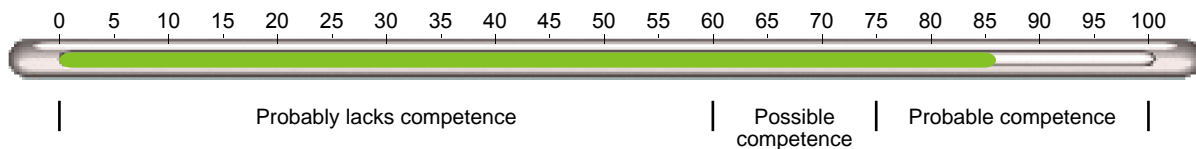
The length of the bar graph next to each factor indicates the potential range of impact that factor can have on success for this behavioral competency. Each factor can have a different range of impact depending upon the importance given to that factor in the Behavioral Competency Formula setup (Criteria Area).

The ball inside the bar graph represents the employee's score and its location on the bar indicates the likely impact on this behavioral competency. The color for each ball also reflects the impact of the trait. For example, a green ball indicates a positive impact on success for this competency, a yellow ball indicates a slight to moderate negative impact and a red ball indicates at least a substantial negative impact.

Leslie scores 86 on Emotional Intelligence Analysis which indicates Leslie probably exhibits the expected behavior that fulfills this competency with only a small gap between his behavior and the ideal behavior for this competency.

The reliability of Leslie's answers was 100.0%. This means a high likelihood that Leslie was truthful, accurately self-aware, and able to concentrate on the questionnaire.

### Overall Percentage of Suitability Fit = 86%



### Essential traits (in order of importance)

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

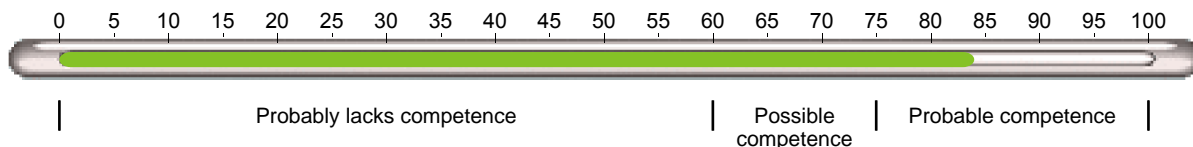
**Negative Impact**

**Positive Impact**

	Leslie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
<b>Knowing Oneself:</b> Admits mistakes and is open to feedback from others; reflects on self-improvement efforts while at the same time is self-accepting; manages stress and pressure.	8.4											
<b>Relationship Leadership:</b> Influences, inspires and guides others to develop their collaboration skills and teamwork; manages interpersonal conflict in order to increase productivity, trust, and group synergy.	8.1											
<b>Self-Motivation and Self-Management:</b> Strives to achieve excellence; takes action to benefit from opportunities; has a positive mindset to pursue challenging goals; is adaptive to change while staying focused on the intended results.	8.0											
<b>Social Awareness and Service Orientation:</b> Relates to others with empathy and caring; is able to achieve win-win outcomes through a balance of assertiveness and helpfulness; enjoys contributing to the good of the whole; anticipates customer needs; takes actions in service of the success of the organization.	10.0											

## Harrison Assessments Suitability

**Overall Percentage of Suitability Fit = 84%**



### Essential traits (in order of importance)

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

**Negative Impact**
**Positive Impact**

	Leslie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
<b>Open / reflective:</b>	9.8											
<b>Self-acceptance:</b>	7.0											
<b>Self-improvement:</b>	5.8											

### 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**

	Leslie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<b>Assertive:</b>	5.3						
<b>Certain:</b>	6.6						
<b>Manages Stress Well:</b>	5.4						
<b>Pressure Tolerance:</b>	4.7						
<b>Psychology:</b>	10.0						
<b>Relaxed:</b>	4.2						
<b>Warmth / empathy:</b>	9.5						

### Traits to avoid (in order of importance)

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

**Negative Impact**

	Leslie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<b>Defensive:</b>	1.1						
<b>Dogmatic:</b>	0.0						
<b>Self-critical:</b>	0.0						
<b>Blunt:</b>	0.0						
<b>Harsh:</b>	0.0						



## Behavioral Competency Analysis

Leslie McDonald

Completed: 04/22/2015

For Pathfinders

Compared to: **Knowing Oneself** #EM031-C003

### Harrison Assessments Suitability

#### Traits to avoid (in order of importance)

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

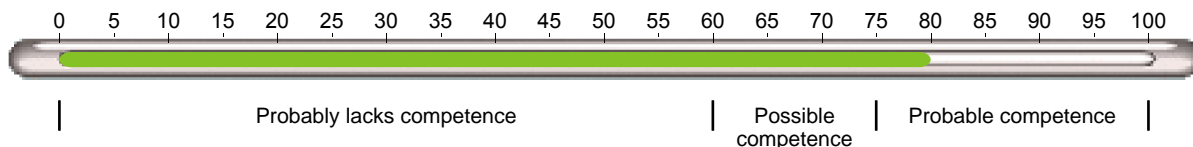
Negative Impact



	Leslie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<b>Insensitive:</b>	0.0						
<b>Pay Minus Motivation:</b>	0.0						

## Harrison Assessments Suitability

**Overall Percentage of Suitability Fit = 80%**



### Essential traits (in order of importance)

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

**Negative Impact**
**Positive Impact**

	Leslie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
<b>Analyzes Pitfalls:</b>	7.2											
<b>Enthusiastic:</b>	8.6											
<b>Optimistic:</b>	8.9											
<b>Takes Initiative:</b>	8.8											
<b>Wants Challenge:</b>	6.2											

### 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.

**Negative Impact**

	Leslie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
<b>Flexible:</b>	9.7											
<b>Persistent:</b>	6.2											
<b>Research / learning:</b>	6.4											
<b>Wants Development :</b>	8.0											
<b>Organized:</b>	7.4											
<b>Planning:</b>	5.6											
<b>Systematic:</b>	3.7											

### Traits to avoid (in order of importance)

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

**Negative Impact**

	Leslie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
<b>Rebellious Autonomy:</b>	0.2											
<b>Impulsive:</b>	0.0											
<b>Self-sacrificing:</b>	4.3											



## Behavioral Competency Analysis

Leslie McDonald

Completed: 04/22/2015

For Pathfinders

Compared to: **Self-Motivation and Self-Management** #EM031-C005

### Harrison Assessments Suitability

#### Traits to avoid (in order of importance)

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

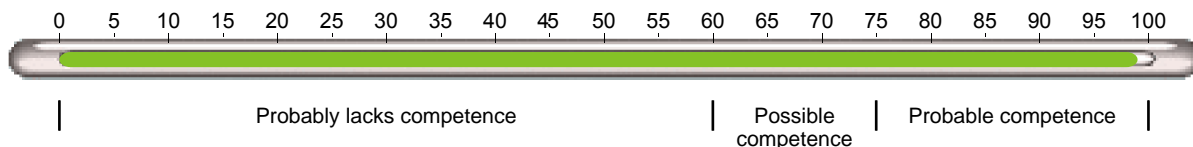
Negative Impact



	Leslie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Blindly Optimistic:	1.7						

## Harrison Assessments Suitability

**Overall Percentage of Suitability Fit = 99%**



### Essential traits (in order of importance)

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

**Negative Impact**
**Positive Impact**

	Leslie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
<b>Helpful:</b>	9.6											
<b>Warmth / empathy:</b>	9.5											
<b>Takes Initiative:</b>	8.8											

### 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**

	Leslie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<b>Analytical:</b>	6.5						
<b>Diplomatic:</b>	9.1						
<b>Open / reflective:</b>	9.8						
<b>Persistent:</b>	6.2						
<b>Wants To Lead:</b>	7.8						
<b>Experimenting:</b>	9.8						
<b>Flexible:</b>	9.7						
<b>Frank:</b>	7.6						
<b>Handles Conflict:</b>	8.3						
<b>Judgment (strategic):</b>	7.7						
<b>Teaching:</b>	7.5						
<b>Self-acceptance:</b>	7.0						
<b>Assertive:</b>	5.3						

# Behavioral Competency Analysis

Leslie McDonald

Completed: 04/22/2015


For Pathfinders







Compared to: **Social Awareness and Service Orientation** #EM031-C006

## Harrison Assessments Suitability

### Traits to avoid (in order of importance)

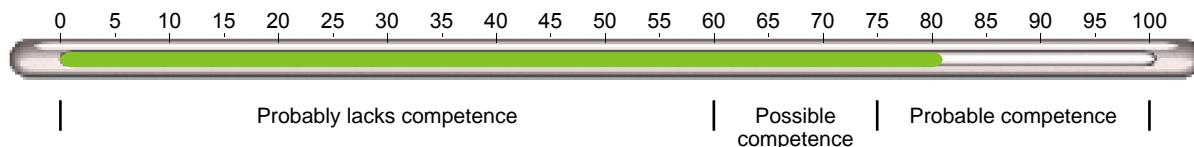
Traits to avoid are traits in which high scores can hinder performance.

Negative Impact 

	Leslie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<b>Dogmatic:</b>	0.0						
<b>Dominating:</b>	0.0						
<b>Defensive:</b>	1.1						
<b>Insensitive:</b>	0.0						
<b>Rigidly Organized:</b>	0.0						
<b>Harsh:</b>	0.0						

## Harrison Assessments Suitability

**Overall Percentage of Suitability Fit = 81%**



### Essential traits (in order of importance)

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

**Negative Impact**

**Positive Impact**

	Leslie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
<b>Influencing:</b>	9.7											
<b>Analyzes Pitfalls:</b>	7.2											
<b>Authoritative Collaboration:</b>	8.0											
<b>Collaborative:</b>	7.7											
<b>Effective Enforcing:</b>	6.4											
<b>Enlists Cooperation:</b>	8.2											
<b>Wants To Lead:</b>	7.8											

### 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**


	Leslie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<b>Diplomatic:</b>	9.1						
<b>Frank:</b>	7.6						
<b>Handles Conflict:</b>	8.3						
<b>Persistent:</b>	6.2						
<b>Planning:</b>	5.6						
<b>Experimenting:</b>	9.8						
<b>Negotiating:</b>	7.4						
<b>Provides Direction:</b>	8.4						
<b>Assertive:</b>	5.3						
<b>Organized:</b>	7.4						
<b>Pressure Tolerance:</b>	4.7						








## 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.










**Negative Impact** 

	Leslie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<b>Psychology:</b>	10.0						
<b>Research / learning:</b>	6.4						
<b>Teaching:</b>	7.5						
<b>Risking:</b>	6.0						
<b>Tolerance Of Bluntness:</b>	6.7						

### Traits to avoid (in order of importance)

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

**Negative Impact** 

	Leslie's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<b>Blunt:</b>	0.0						
<b>Authoritarian:</b>	0.6						
<b>Defensive:</b>	1.1						
<b>Dominating:</b>	0.0						
<b>Harsh:</b>	0.0						
<b>Insensitive:</b>	0.0						
<b>Permissive:</b>	6.0						
<b>Rebellious Autonomy:</b>	0.2						
<b>Skeptical:</b>	0.0						