

Harrison Assessments Talent Solutions

HATS Interpretation Training



Session 2

www harrisonassessments com



How To Get The Most From This Training

- No Multitasking !!!
- Focus on where to find the information rather than memorizing
- · Ask questions
- Participate in the exercises (focus, communicate and internalize)
- Start to apply what you have learned as soon as possible
- · Attend monthly Users' Group meetings





Let's review & recap Session 1

- ❖Please register for future training sessions
- ❖Your questions, comments, concerns
- Overview of Harrison Assessments
- Core Theories and Methodology
- SmartQuestionnaire
- Validation
- Reports Available
- Introduction to Job Success Formulas

www.harrisonassessments.com



Access to Resources

- Download from web page: www.TrustedCoach.com/hats-training-fall-2015
- Phased release to minimize overwhelm and to allow for customization
- Training concierge: Patty Lyons, (315) 453-7608, Patty@TrustedCoach.com, in office M-F 8:00-2:00



Session 2 Learning Topics

- Case Study Introduction
- Traits & Definitions Report
- Trait Scoring & Language
- Trait Categories
- Tour basic traits
- Practice / exercise Life Themes



www harrisonaesesements com



Case Study Introduction



Exploring Traits in HATS

- Explore the Traits and Definitions Report
- Resources
 - Quick reference list of traits & definitions
 - Traits by Category
 - Index of All Traits Alphabetically, full description





Breaking it down

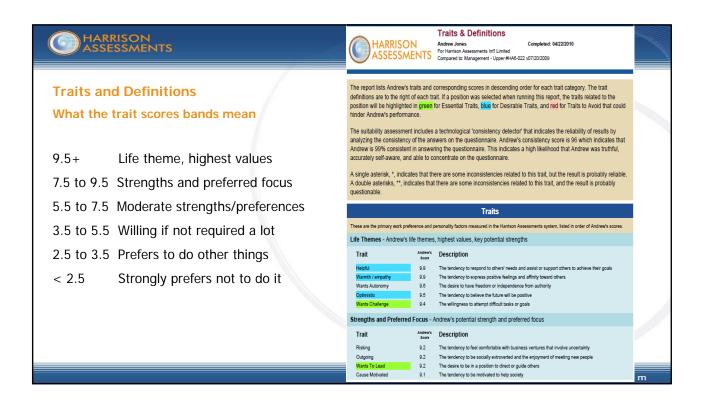
Individual Traits - 89

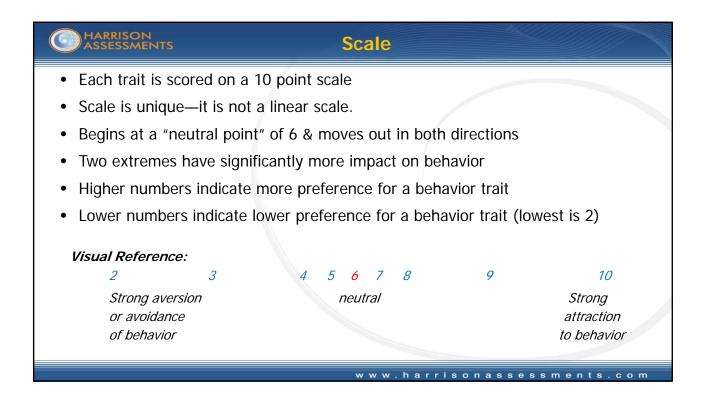
- Traits "Core Traits" (46)
- Retention & Engagement Factors (10)
- Task Preferences (12)
- Interests (21)
- Work Environment Prefences (8)

Job Success Formulas included in T&D Report - 22

- Behavioral Competencies (15)
- Functions (7)







| HARRISON ASSESSMENTS | | Use of Adjectives | | |
|-----------------------------|--------------|------------------------|---|--|
| | 10 out of 10 | "extremely" | extremely optimistic | |
| | 9 out of 10 | "very" | very optimistic | |
| | 8 out of 10 | "quite" | quite optimistic | |
| | 7 out of 10 | "fairly" | fairly optimistic | |
| | 6 out of 10 | "somewhat" | somewhat optimistic | |
| | 5 out of 10 | (qualified) | somewhat optimistic but occasionally pessimistic | |
| | 4 out of 10 | "fairly" (opposite) | fairly pessimistic | |
| | 3 out of 10 | "very" (opposite) | very pessimistic | |
| | 2 out of 10 | "extremely" (opposite) | extremely pessimistic | |
| www.harrisonassessments.com | | | | |



Tour through Core Traits

- Mostly represented on Main Graph
- Source of all traits for Paradox Graph
- Behaviors versus Values ("Wants ...)
- · Traits most often misunderstood
- Interpersonal traits
- Decision traits
- Leadership traits
- Productivity traits



Frequently misunderstood trait names:

- Assertive
- Authoritative
- Flexible
- Enthusiastic
- Risking

- Tempo
- Tolerance of Structure
- Wants Capable Leader
- Wants High Pay
- Wants Recognition

www.harrisonassessments.cor



Interpersonal traits:

- Assertive
- Comfort With Conflict
- Diplomatic
- Frank
- Helpful
- Influencing
- Outgoing
- Self-Acceptance

- Self-Improvement
- Tolerance Of Bluntness
- Warmth/Empathy
- Wants Diplomacy
- Wants Frankness
- · Wants Stable Career
- · Wants Recognition



Decision traits:

- Analytical
- Analyzes Pitfalls
- Authoritative
- Cause Motivated
- Certain
- Collaborative

- Experimenting
- Intuitive
- Open/Reflective
- Optimistic
- Persistent
- Risking

www.harrisonassessments.com



ANALYTICAL -The tendency to logically exam facts and problems (not necessarily analytical ability).

ANALYZES PITFALLS - The tendency to scrutinize potential difficulties related to a plan or strategy.

AUTHORITATIVE - The desire for decision-making authority and the willingness to accept decision-making responsibility.

CAUSE MOTIVATED – The tendency to be motivated to help society.



CERTAIN – The tendency to feel confident in one's opinions.

COLLABORATIVE – The tendency to collaborate with others when making decisions.

EXPERIMENTING – The tendency to try new things and new ways of doing things.

INTUITIVE – The tendency to use "hunches" to help make decisions (not necessarily intuitive capabilities).

www.harrisonassessments.com

HARRISON ASSESSMENTS

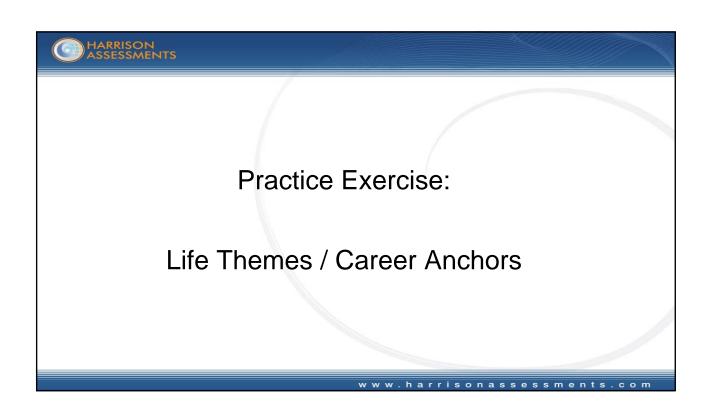
OPEN/REFLECTIVE – The tendency to reflect on many different viewpoints (not necessarily related to friendliness, warmth, or extroversion).

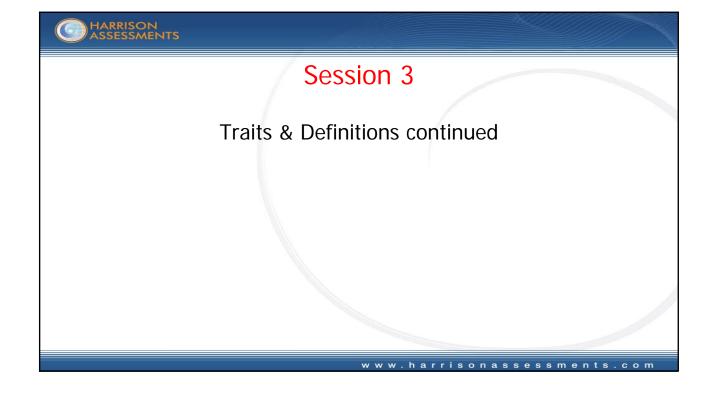
OPTIMISTIC – The tendency to believe the future will be positive.

PERSISTENT – The tendency to be tenacious despite encountering significant obstacles.

RISKING – The tendency to feel comfortable with business ventures that involve uncertainty.

<u>www.harriso</u>nassessments.com







Leadership traits:

- Enforcing
- Enlists Cooperation
- Planning
- Takes Initiative
- Wants Autonomy
- · Wants To Lead

www.harrisonassessments.con



ENFORCING – The tendency to insist upon necessary rules being followed.

ENLISTS COOPERATION – The tendency to invite others to participate in or join an effort.

PLANNING – The tendency to formulate ideas related to the steps and process of accomplishing an objective.



TAKES INITIATIVE – The tendency to perceive what is necessary to be accomplished and to proceed on one's own.

WANTS AUTONOMY – The desire to have freedom or independence from authority.

WANTS TO LEAD – The desire to be in a position to direct or guide others.

www.harrisonassessments.com



Productivity traits:

- Enthusiastic
- Flexible
- Manages Stress Well
- Organized
- Precise
- Relaxed
- Self-Motivated

- Systematic
- Tempo
- Tolerance Of Structure
- Wants Challenge
- Wants High Pay
- Wants Capable Leader

HARRISON ASSESSMENTS

ENTHUSIASTIC – The tendency to be eager and excited toward one's own goals.

FLEXIBLE – The tendency to easily adapt to change.

MANAGES STRESS WELL – The tendency to deal effectively with strain and difficulty when it occurs.

ORGANIZED – The tendency to place and maintain order in an environment or situation.

www.harrisonassessments.com

HARRISON ASSESSMENTS

PRECISE – The enjoyment of work that requires being exact and the tendency to be detail oriented.

RELAXED – The tendency to feel at ease or calm while working.

SELF-MOTIVATED – The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals.

SYSTEMATIC – The enjoyment of tasks that require carefully or methodically thinking through steps related to accomplishing a particular goal or task.

HARRISON

TEMPO – The enjoyment of work that needs to be done quickly.

TOLERANCE OF – The tolerance of following rules, schedules STRUCTURE and procedures created by someone else.

WANTS CHALLENGE – The willingness to attempt difficult tasks or goals.

WANTS HIGH PAY – The desire to earn greater remuneration.

WANTS CAPABLE LEADER – The desire to have a leader one <u>perceives</u> to be capable.

www.harrisonassessments.com



Retention and Engagement Factors:

- Wants Advancement
- Wants Appreciation
- Wants Development
- Wants Flexible Work Time
- · Wants Opinions Valued

- · Wants Personal Help
- Wants Quick Pay Increase
- Wants Social Opportunities
- Wants To Be Informed
- Wants Work/Life Balance

<u>www.harriso</u>nassessments.com



Task Preferences:

- Artistic
- Building/Making
- Clerical
- Computers
- Driving
- Manual Work

- Mechanical
- Numerical
- Physical Work
- Public Speaking
- · Research/Learning
- Teaching

vww.harrisonassessments.com



Interests:

- Animals
- Biology
- Children
- Computer Hardware
- Computer Software
- Electronics
- Entertainment
- Finance/Business
- Food
- · Health/Medicine
- · Legal Matters

- Manufacturing
- Medical Science
- Physical Science
- Plants
- Psychology
- Science
- Selling
- Sports
- Travel
- · Writing/Language



Work Environment Preferences:

- Noise
- Outdoors
- Pressure Tolerance
- Public Contact
- Repetition
- Sitting
- Standing
- Team

vww.harrisonassessments.com



End of Individual Traits

The next two categories of information are Behavior Competencies and Functions.

Each item in these two categories are a collection of individual traits with a score calculated by a waited formula.



Behavior Competencies:

- Coaching
- Doesn't Need Structure
- Effective Enforcing
- Handles Autonomy
- Handles Conflict
- Innovative
- Interpersonal Skills
- Judgment (Strategic)

- Negotiating
- Organizational Compatibility
- · People Oriented
- · Provides Direction
- Receives Correction
- · Self-Employed
- Tolerance Of Evasiveness

vww.harrisonassessments.com



Functions:

- Administrative General
- Customer Service Friendly
- Management Middle
- Management Upper
- Sales Cold Calling
- Supervisory
- Technical