

C HARRISON ASSESSMENTS How To Get The Most From This Trail

- 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

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Let's review & recap Session 1

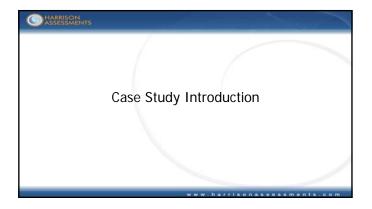
 $\ensuremath{\bigstar}\xspace$ Please register for future training sessions

- Your questions, comments, concerns
- Overview of Harrison Assessments
- Core Theories and Methodology
- SmartQuestionnaire
- Validation
- Reports Available
- Introduction to Job Success Formulas

C HARRISON 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





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



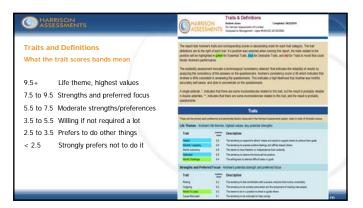
ASSESSMENTS

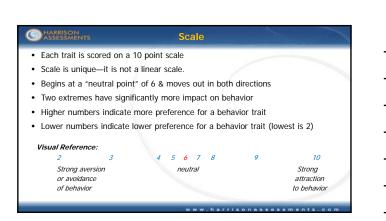
Breaking it down

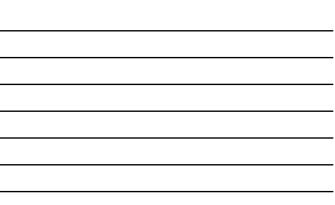
- Individual Traits 89
- Traits "Core Traits" (46)
- Retention & Engagement Factors (10)
- Task Preferences (12)
- Interests (21)
- Work Environment Prefences (8)
- Job Success Formulas included in T&D Report 22
- Behavioral Competencies (15)
- Functions (7)











HARRISON ASSESSMENTS	Use of A	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	

ASSESSMENTS

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

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Frequently misunderstood trait names:

- Assertive
- Authoritative
- Flexible
- Enthusiastic
- Risking

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

5

C HARRISON ASSESSMENTS

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

ASSESSMENTS

Decision traits:

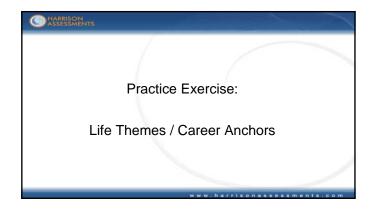
- Analytical
- Analyzes Pitfalls
- · Authoritative
- · Cause Motivated
- Certain
- · Collaborative
- Experimenting Intuitive
- Open/Reflective
- Optimistic
- Persistent
- Risking

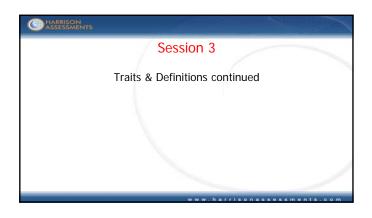
ASSESSMENTS ANALYTICAL -The tendency to logically exam facts and problems (not necessarily analytical ability). ANALYZES PITFALLS - The tendency to scrutinize potential difficulties related to a plan or strategy. AUTHORITATIVE - The desire for decision-making authority and the willingness to accept decision-making responsibility. CAUSE MOTIVATED - The tendency to be motivated to help society.

C HARRISON ASSESSMENTS	
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).	3

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CARRISON	5
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.	/
www.harrisonassessments.com	





Leadership traits:

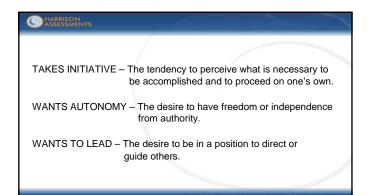
- Enforcing
- Enlists Cooperation
- Planning
- Takes Initiative
- Wants Autonomy
- · Wants To Lead

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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.



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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

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

FLEXIBLE - The tendency to easily adapt to change.

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

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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.	
www.barrisopassessments.com	

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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 perceives to be capable.
www.harrisonassessments.c

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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

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ASSESSMENTS Task Preferences: Artistic Mechanical • Building/Making Numerical Clerical Physical Work Computers • Public Speaking Driving Research/Learning Manual Work Teaching

ASSESSMENTS

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

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Work Environment Preferences:

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

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.

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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

ASSESSMENTS

Functions:

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