

Harrison Assessments Talent Solutions

Harrison Assessments Certification Training



Sessions 3 & 4 - Traits

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Session 2 Learning Topics

- Traits & Definitions Report
- Trait Scoring & Language
- Trait Categories
- Tour basic traits
- Practice / exercise Life Themes
- Behavioral Competencies





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

www.TrustedCoach.com/ha-training-jan-mar-2017





Breaking it down

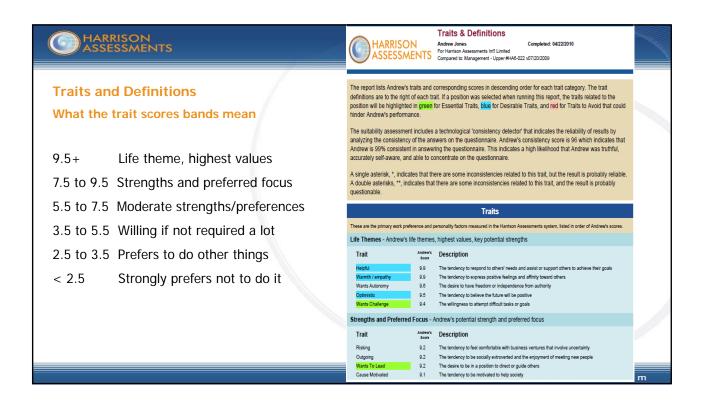
Individual Traits - 89

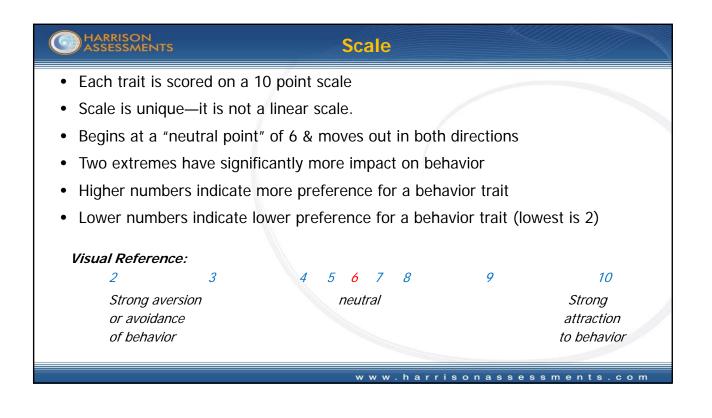
- Traits "Core Traits" (46)
- Retention & Engagement Factors (10)
- Task Preferences (12)
- Interests (21)
- Work Environment Prefences (8)

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	
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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

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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 Recognition
- Wants Stable Career



- ASSERTIVE The tendency to put forward personal wants and needs
- COMFORT WITH CONFLICT The tendency to be comfortable with confrontation or strife
- DIPLOMATIC The tendency to state things in a tactful manner
- FRANK The tendency to be straightforward, direct, to the point, and forthright
- HELPFUL The tendency to respond to others' needs and assist or support others to achieve their goals

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- INFLUENCING The tendency to try to persuade others
- OUTGOING The tendency to be socially extroverted and the enjoyment of meeting new people
- SELF-ACCEPTANCE The tendency to like oneself ("I'm O.K. the way I am"
- SELF-IMPROVEMENT The tendency to attempt to develop or better oneself
- TOLERANCE OF BLUNTNESS The level of comfort related to receiving abrupt or frank communications from others

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- WARMTH/EMPATHY The tendency to express positive feelings and affinity toward others
- WANTS DIPLOMACY The desire for others to be tactful
- WANTS FRANKNESS The desire for others to be direct, straightforward, and to the point
- WANTS RECOGNITION The desire for positive acknowledgement (from others) related to one's abilities and strengths
- WANTS STABLE CAREER The desire for long-term or permanent employment

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Decision traits:

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

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



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.

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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).



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.

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Leadership traits:

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



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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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.



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.

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.

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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.

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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 <u>perceives</u> to be capable.



Life Themes Exercise

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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



Task Preferences:

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

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

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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

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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 weighted 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

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Functions:

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