


HARRISON ASSESSMENTS Harrison Assessments Talent Solutions

Harrison Assessments Certification Training


Sessions 3 & 4 - Traits



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HARRISON ASSESSMENTS Session 2 Learning Topics

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



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HARRISON ASSESSMENTS 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

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Traits and Definitions Report

Purpose: To show all the traits & definitions in order of preference in to each category.

The categories are:

- Traits
- Retention/Engagement Factors
- Task Preferences
- Interests
- Work Environment Preferences
- Behavioral Competencies
- Functions

Traits & Definitions

Andrew Jones Completed: 04/22/2016
 For: Harrison Assessments, Inc. Local
 Contact: K. Mangum User: HR142327-07222016

The report lists Andrew's traits and corresponding scores in descending order for each trait category. The trait definitions are in the right of each trait. If a position was selected when viewing the report, the traits related to the position will be highlighted in **green** for Essential Traits, **blue** for Considerable Traits, and red for Traits to Avoid that could hinder Andrew's performance.

The reliability assessment includes a technological "consistency detector" that indicates the reliability of results for analyzing the consistency of the answers on the questionnaire. Andrew's consistency score is 95 which indicates that Andrew is 95% consistent in answering the questionnaire. This indicates a high likelihood that Andrew was truthful, accurately self-assessed, and able to concentrate on the questionnaire.

A single asterisk, "*", indicates that there are some inconsistencies related to this trait, but the result is primarily reliable. A double asterisk, "**", indicates that there are some inconsistencies related to this trait, and the result is probably questionable.

Traits

These are the primary work preference and personality factors measured in the Harrison Assessment system. Listed in order of Andrew's scores.

Life Themes - Andrew's life themes, highest values, key potential strengths

Trait	Score	Description
IMAGINATION	4.7	The tendency to respond to others' needs and assist or support others to achieve their goals.
Health Conquering	4.6	The tendency to express positive feelings and oftenly assist others.
Health Authority	3.9	The desire to have freedom or independence from authority.
Health Change	3.8	The tendency to believe the future will be positive.
Health Challenge	3.4	The willingness to attempt difficult tasks or goals.

Strengths and Preferred Focus - Andrew's potential strength and preferred focus

Trait	Score	Description
Planning	3.2	The tendency to feel comfortable with business contexts that involve prioritizing.
Organizing	3.2	The tendency to be socially interactive and the enjoyment of meeting new people.
Health To Lead	3.2	The desire to be in a position to direct or guide others.
Close Attention	3.1	The tendency to not relax when in work context.

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Breaking it down

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

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Core Traits

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Traits and Definitions

Andrew Jones Completed: 10/22/2016
 The Harrison Assessments Unit Limited
 Computer Management System v10.02.47/10/2016

The report lists Andrew's traits and corresponding scores in descending order for each trait category. The trait definitions are to the right of each trait. If a position was selected when viewing this report, the traits related to the position will be highlighted in green for Essential Traits, blue for Desirable Traits, and red for Traits to Avoid that could hinder Andrew's performance.

The reliability assessment includes a technological consistency selector that indicates the reliability of results by analyzing the consistency of the answers on the questionnaire. Andrew's consistency score is 96 which indicates that Andrew is 96% consistent in answering the questionnaire. This indicates a high likelihood that Andrew was truthful, accurately self-aware, and able to concentrate on the questionnaire.

A single asterisk * indicates that there are some inconsistencies related to this trait, but the result is probably reliable. A double asterisk ** indicates that there are some inconsistencies related to this trait, and the result is probably questionable.

Traits

These are the primary self-preference and personality factors measured in the Harrison Assessments system, listed in order of highest scores.

Life Themes - Andrew's 10 Primary Highest-scores, key potential strengths

Trait	Score	Description
Wish-Reality	9.9	The tendency to expect positive things and affirm toward others
Wish-Ability	9.8	The tendency to expect positive things and affirm toward others
Wish-Admiration	9.8	The desire to be noticed or recognized for a worthy activity
Wish-Change	9.5	The tendency to believe the future will be positive
Wish-Change	9.4	The willingness to attempt effort toward goals

Strengths and Preferred Focuses - Andrew's potential strength and preferred focus

Trait	Score	Description
Wishing	9.7	The tendency to feel comfortable with success, success that makes sense
Wishing	9.7	The tendency to be socially inhibited and the enjoyment of reading/learning
Wish-Change	9.2	The desire to be in a position to share or give others
Overachievement	8.1	The tendency to be interested in his work

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Scale

- Each trait is scored on a 10 point scale
- Scale is unique—it is not a linear scale.
- Begins at a “neutral point” of 6 & moves out in both directions
- Two extremes have significantly more impact on behavior
- Higher numbers indicate more preference for a behavior trait
- Lower numbers indicate lower preference for a behavior trait (lowest is 2)

Visual Reference:

2 3 4 5 6 7 8 9 10

*Strong aversion
or avoidance
of behavior* neutral *Strong
attraction
to behavior*

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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

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

- **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

- **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

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.

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.

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.

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

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.

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.

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

TOLERANCE OF STRUCTURE – The tolerance of following rules, schedules 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.

Life Themes Exercise

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

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

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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.

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Behavior Competencies:

<ul style="list-style-type: none">• Coaching• Doesn't Need Structure• Effective Enforcing• Handles Autonomy• Handles Conflict• Innovative• Interpersonal Skills• Judgment (Strategic)	<ul style="list-style-type: none">• 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
