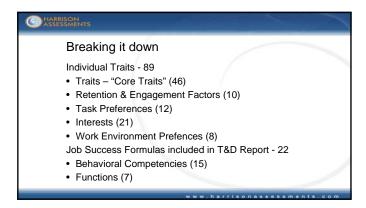
Harrison Assessments Certification Training Sessions 3 & 4 - Traits

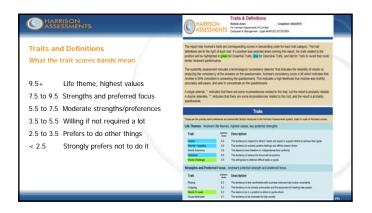
CHARRISON Session Session	on 2 Learning Topics
 Traits & Definitions Repor Trait Scoring & Language Trait Categories Tour basic traits Practice / exercise – Life Behavioral Competencies 	
	www.harrisonassessments.com

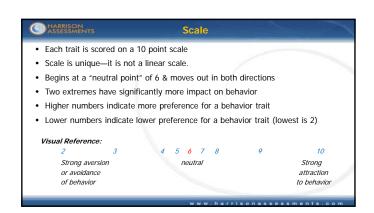
Explore the Traits and Definitions Report Resources Quick reference list of traits & definitions Traits by Category Index of All Traits Alphabetically, full description www.TrustedCoach.com/ha-training-jan-mar-2017

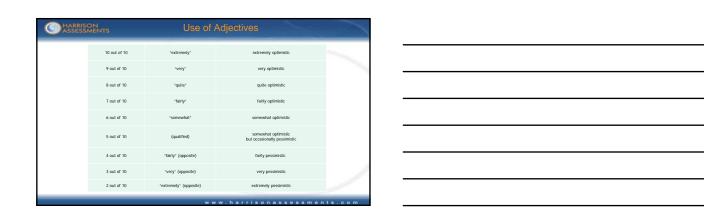












Tour through Core Traits • Mostly represented on Main Graph • Source of all traits for Paradox Graph • Behaviors versus Values ("Wants ...) • Traits most often misunderstood • Interpersonal traits • Decision traits • Leadership traits • Productivity traits



4

HARRISON • 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 HARRISON • 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

HARRISON Decision traits: Experimenting Analytical Intuitive · Analyzes Pitfalls • Open/Reflective Authoritative • Optimistic · Cause Motivated • Persistent Certain Risking · Collaborative MARRISON 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. HARRISON 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 Intitative	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. ***Warness Name Participation Participation Leadership traits: • Enforcing • Enlists Cooperation	MARRISON ASSESSMENTS	
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	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	viewpoints (not necessarily related to	
significant obstacles. RISKING – The tendency to feel comfortable with business ventures that involve uncertainty. ***********************************	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	OPTIMISTIC – The tendency to believe the future will be positive.	
that involve uncertainty. WWW. DESTRICTION OF THE PROPERTY OF	that involve uncertainty. ***********************************		
Leadership traits: • Enforcing • Enlists Cooperation • Planning	Leadership traits: • Enforcing • Enlists Cooperation • Planning • Takes Initiative • Wants Autonomy • Wants To Lead	RISKING – The tendency to feel comfortable with business ventures that involve uncertainty.	
Leadership traits: • Enforcing • Enlists Cooperation • Planning	Leadership traits: • Enforcing • Enlists Cooperation • Planning • Takes Initiative • Wants Autonomy • Wants To Lead	www.harrisonassessments.com	
	Wants Autonomy Wants To Lead	Leadership traits: • Enforcing • Enlists Cooperation • Planning	
(a) HARRISON TE	Mageamer419	Assessmentis	
MARRISON ASSESSMENTS		ENFORCING – The tendency to insist upon necessary rules being followed.	
ENFORCING – The tendency to insist upon necessary rules	ENFORCING – The tendency to insist upon necessary rules	ENLISTS COOPERATION – The tendency to invite others to participate in or join an effort.	
ENFORCING – The tendency to insist upon necessary rules being followed. ENLISTS COOPERATION – The tendency to invite others to	ENFORCING – The tendency to insist upon necessary rules being followed. ENLISTS COOPERATION – The tendency to invite others to	PLANNING – The tendency to formulate ideas related to the steps and process of accomplishing an objective.	
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	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		

HARRISON 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. HARRISON Productivity traits: • Enthusiastic Systematic Tempo • Flexible · Tolerance Of Structure Manages Stress Well · Wants Challenge Organized Precise · Wants High Pay Relaxed · Wants Capable Leader · Self-Motivated HARRISON 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.

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.	
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() HARRISON ASSESSMENTS	
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.	
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HARRISON ASSESSMENTS	
Life Themes Exercise	
Life Themes Exercise	
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HARRISON ASSESSMENTS Retention and Engagement Factors: · Wants Advancement · Wants Personal Help · Wants Appreciation • Wants Quick Pay Increase Wants Development · Wants Social Opportunities • Wants Flexible Work Time · Wants To Be Informed · Wants Opinions Valued · Wants Work/Life Balance HARRISON ASSESSMENTS Task Preferences: Artistic Mechanical · Building/Making Numerical Clerical · Physical Work • Computers · Public Speaking · Research/Learning Driving Manual Work Teaching HARRISON Interests: Animals Manufacturing • Biology · Medical Science • Children · Physical Science Computer Hardware Plants · Computer Software Psychology • Electronics • Science • Selling • Entertainment · Finance/Business Sports Travel Food · Health/Medicine Writing/Language

· Legal Matters

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 weighted formula.

MARRISON ASSESSMENTS

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

