

HARRISON ASSESSMENTS *Harrison Assessments Talent Solutions*

HA Training Main Graph



www.harrisonassessments.com

HARRISON ASSESSMENTS *Learning Topics*

- Overview of HA Main Graph
- Main Graph Layout
- Traits on Main Graph
- Combined Traits
- 9 Dimensions of Main Graph
- FACES Traits
- Using Additional Reports

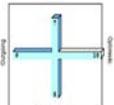
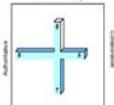
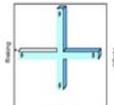
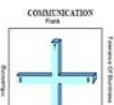
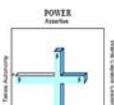
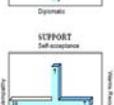
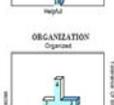
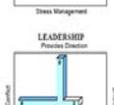


www.harrisonassessments.com

HARRISON ASSESSMENTS

Main Graph

Purpose : To show the most important traits on one page allowing for effective analysis of the relationship between traits.

<p>VISION Caring</p>  <p>Organizational</p>	<p>ACCOMPLISH Problem Solving</p>  <p>Adaptive</p>	<p>INNOVATION Perseverance</p>  <p>Risk-taking</p>
<p>COMMUNICATION Team</p>  <p>Influencing</p>	<p>POWER Assertiveness</p>  <p>Team Subordinate</p>	<p>MOTIVATION Self-motivated</p>  <p>Needs High Pay</p>
<p>SUPPORT Self-acceptance</p>  <p>Interpersonal Skills</p>	<p>ORGANIZATION Organized</p>  <p>Flexible</p>	<p>LEADERSHIP Positive Direction</p>  <p>Planning</p>

Copyright © Harrison Assessments Inc. Limited 2010-2011

HARRISON ASSESSMENTS

Main Graph

Purpose: To show the most important traits on one page allowing for effective analysis of the relationship between traits.

This report is organized into nine dimensions.

Each dimension has four traits which appear on each side of a square.

Copyright © Harrison Assessments Int'l Limited 2010-2011

HARRISON ASSESSMENTS

Main Graph

Within each dimension there is a North, a South, a West, and an East axis with a trait at each end.

In the center of each dimension is a ZERO and each axis can extend to a value of 10 depending on the profilee's score.

Copyright © Harrison Assessments Int'l

Combination Traits

Each have two or more sub-traits (Scores appear on Traits & Definitions Report)

Problem Solving sub-traits:
Analytical
Analyzes Pitfalls

Self-Motivated sub-traits:
Takes Initiative
Wants Challenge
Enthusiastic

Takes Autonomy sub-traits:
Takes Initiative
Wants Autonomy

Stress Management sub-traits:
Manages Stress Well
Relaxed

Provides Direction sub-traits:
Wants to Lead
Related interpersonal traits

Handles Conflict sub-traits:
Comfort with Conflict
Related interpersonal traits

Copyright © Harrison Assessments Int'l

Paradox Traits

Each dimension has a pair of paradoxical traits that appear on the vertical axis.

The **Dynamic** traits appear on the top of the square.

The **Gentle** traits appear on the bottom of the square.

Exception: The Leadership dimension does not have paradoxical traits on the vertical axis.

Copyright © Harrison Assessments Inc. Limited 2010-2011

Supplementary Traits

appear on horizontal axis

They add meaning to each dimension but are not paradoxical.

Except the **Decisions** dimension which has horizontal axis traits that are paradoxical.

Copyright © Harrison Assessments Inc. Limited 2010-2011

Paradox Pairs that cross dimensions

There are **three** pairs of paradoxical traits that appear across dimensions:

OPTIMISTIC and **ANALYZES PITFALLS** (in Problem Solving)

RISKING and **ANALYZES PITFALLS** (in Problem Solving)

WARMTH/EMPATHY and **ENFORCING**.

Copyright © Harrison Assessments Inc. Limited 2010-2011

HATS Accreditation Training

HARRISON ASSESSMENTS

Semi-Paradoxical Pairs

There are two pairs of traits that are semi-paradoxical:
TEMPO and PRECISE
WANTS HIGH PAY and CAUSE MOTIVATED

HARRISON ASSESSMENTS

Highlighted Traits

By selecting a job when running the Main Graph report:
 The essential traits related to that job will be highlighted in green.
 The desirable traits related to that job will be highlighted in blue.

This aids the interpretation by helping to understand which of the traits are related to job success.

Copyright © Harrison Assessments, Inc. 2010-2011. www.harrisonassessments.com

HARRISON ASSESSMENTS

Highlighted Traits

Some traits may have "hash marks". Indicating possible or probable hindrance.

This aids the interpretation by helping to understand the impact of traits are related to job success.

Copyright © Harrison Assessments, Inc. 2010-2011. www.harrisonassessments.com

HARRISON ASSESSMENTS **Outlook Dimension**

Explores general outlook including future expectations, introversion/extroversion and the way in which one explores and holds opinions.

Certain: The tendency to feel confident in one's opinions.

Open/Reflective: The tendency to reflect on many different viewpoints.

Outgoing: The tendency to be socially extroverted and the enjoyment of meeting new people.

Optimistic: The tendency to believe the future will be positive.

13
Copyright © Harrison Assessments, Inc. 2010-2011 www.harrisonassessments.com

HARRISON ASSESSMENTS **Decisions Dimension**

Examines decision-making processes including left/right brain processes, self-responsibility and collaboration dynamics.

Problem Solving: The tendency to logically analyze problems, decisions and potential pitfalls (not necessarily analytical ability). Composed of:

Analyzing Pitfalls: The tendency to scrutinize potential difficulties related to plan or strategy.

Analytical: The degree one enjoys logically examining facts or problems.

Intuitive: The tendency to use hunches to help make decisions.

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

Collaborative: The tendency to work with others when making decisions.

14
Copyright © Harrison Assessments, Inc. 2010-2011 www.harrisonassessments.com

HARRISON ASSESSMENTS **Innovation Dimension**

Explores the level of innovation in decision making and implementation including determination in the face of obstacles, trying new way of doing things, taking risks and sense of urgency.

Persistent: The tendency to be tenacious despite encountering significant obstacles.

Experimenting: The tendency to try new things and new ways of doing things.

Risking: The tendency to feel comfortable with business ventures that involve uncertainty.

Tempo: The enjoyment of work that needs to be done quickly.

15
Copyright © Harrison Assessments, Inc. 2010-2011 www.harrisonassessments.com

HATS Accreditation Training

HARRISON ASSESSMENTS **Communication Dimension**

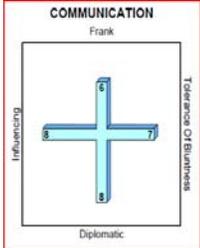
Explores the manner in which one communicates, how one wants to be communicated with, and one's approach to influencing others.

Frank: The tendency to be straightforward, direct, to the point and forthright.

Diplomatic: The tendency to state things in a tactful manner.

Influencing: The tendency to try to persuade others.

Tolerance of Bluntness: The level of comfort related to receiving abrupt or frank communications from others.



16
Copyright © Harrison Assessments, Inc. 2010-2011 www.harrisonassessments.com

HARRISON ASSESSMENTS **Power Dimension**

Explores factors that relate to personal power including win-win relationships, autonomy and expectations of a leader.

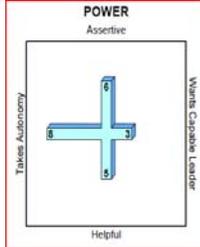
Assertive: The tendency to put forward personal wants and needs.

Helpful: The tendency to respond to others' needs and assist or support others to achieve their goals.

Takes Autonomy: The desire to work independently by having autonomy and taking initiative. Sub-traits:

- Wants Autonomy:** The desire to have freedom or independence from authority.
- Takes Initiative:** The tendency to perceive what is necessary to accomplish and to proceed on one's own.

Wants Capable Leader: The desire to have a leader one perceives to be capable.



17
Copyright © Harrison Assessments, Inc. 2010-2011 www.harrisonassessments.com

HARRISON ASSESSMENTS **Motivation Dimension**

Explores issues related to motivation, including self-motivation, quality of life motives, motive for money and motivation to help society.

Self Motivated: Desire to achieve. Sub-traits:

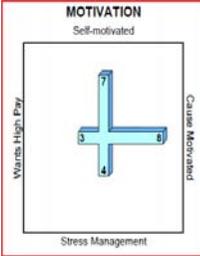
- Takes Initiative:** The tendency to perceive what is necessary to accomplish and take steps on one's own.
- Wants Challenge:** The willingness to attempt difficult tasks or goals.
- Enthusiastic:** The tendency to be eager and excited toward one's own goals.

Stress Management: The tendency to be relaxed and manage stress well when it occurs. Sub-traits:

- Manages Stress Well:** The tendency to deal effectively with strain and difficulty when it occurs.
- Relaxed:** The tendency to feel at ease or calm while working.

Wants High Pay: The desire to earn greater remuneration.

Cause Motivated: The tendency to be motivated to help society.



18
Copyright © Harrison Assessments, Inc. 2010-2011 www.harrisonassessments.com

HATS Accreditation Training

HARRISON ASSESSMENTS **Support Dimension**

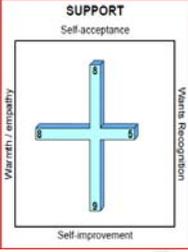
Explores factors relating to healthy self-esteem, the willingness to improve, giving and receiving recognition and empathizing with others.

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.

Warmth/Empathy: The tendency to express positive feelings and affinities.

Wants Recognition: The desire for positive acknowledgement (from others) related to one's abilities and strengths.



19
Copyright © Harrison Assessments, Inc. 2010-2011 www.harrisonassessments.com

HARRISON ASSESSMENTS **Organization Dimension**

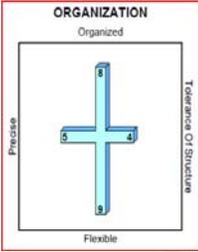
Explores how one creates order, is flexible to change, has attention to detail/exactness and is comfortable with structure created by others.

Organized: The tendency to place and maintaining order in an environment or situation.

Flexible: The tendency to easily to adapt to change.

Precise: The enjoyment of work that requires being exact and the tendency to be detailed oriented.

Tolerance of Structure: The tolerance for following rules, schedules and procedures created by someone else.



20
Copyright © Harrison Assessments, Inc. 2010-2011 www.harrisonassessments.com

HARRISON ASSESSMENTS **Leadership Dimension**

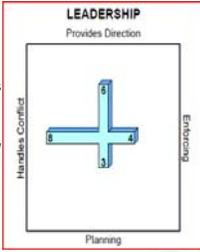
Explores key leadership issues including the desire to take a leadership role, the ability to interact effectively as a leader, the tendency to plan, the ability to deal with conflict and the tendency to enforce rules.

Provides Direction: The tendency to manifest the traits necessary for a leadership role. Sub-traits:
Wants to Lead: The desire to be in a position to direct or guide others.
 Numerous interpersonal traits related to leadership

Planning: The tendency to formulate ideas related to the steps and process of accomplishing an objective.

Handles Conflict: The tendency to skillfully face discord or strife, and the interpersonal skills necessary to deal with it effectively. Sub-traits:
Comfort with Conflict: The degree one feels comfortable with confrontation or strife.
 Numerous interpersonal traits related to handling conflict

Enforcing: The tendency to insist upon necessary rules being followed.



21
Copyright © Harrison Assessments, Inc. 2010-2011 www.harrisonassessments.com

HARRISON ASSESSMENTS

Moderate is enough

Some traits are nearly always sufficient if the person has moderate scores and high scores are rarely preferred for these traits. Therefore, except for very unusual job circumstances you should not interpret moderate scores as insufficient.

People with high scores in these traits can easily put people off.
F-A-C-E-S

High scores in other traits can sometimes create problems, and consequently moderate scores are often preferred.

Copyright © Harrison Assessments Ltd | Limited 2010-2011

HARRISON ASSESSMENTS

F – Frank
 A – Assertive
 C – Certain
 E – Enforcing
 S – Self-Acceptance

23

www.harrisonassessments.com
