

Harrison Assessments Suitability

This report identifies the specific factors related to this Corporate Telecommuter behavioral competency and shows how the employee's score for each related factor impacts success for this behavioral competency.

The length of the bar graph next to each factor indicates the potential range of impact that factor can have on success for this behavioral competency. Each factor can have a different range of impact depending upon the importance given to that factor in the Behavioral Competency Formula setup (Criteria Area).

The ball inside the bar graph represents the employee's score and its location on the bar indicates the likely impact on this behavioral competency. The color for each ball also reflects the impact of the trait. For example, a green ball indicates a positive impact on success for this competency, a yellow ball indicates a slight to moderate negative impact and a red ball indicates at least a substantial negative impact.

The reliability of ID: 761152's answers was 99.2%. This means a high likelihood that ID: 761152 was truthful, accurately self-aware, and able to concentrate on the questionnaire.

Essential traits (in order of importance)	Negative Impact ← → Positive Impact											
	ID: 761152's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
<p>Organized: The tendency to place and maintain order in an environment or situation Narrative: ID: 761152 tends to be fairly well organized. ID: 761152's degree of being organized is sufficient for this job.</p>	7.2						●					
<p>Takes Initiative: The tendency to perceive what is necessary to be accomplished and to proceed on one's own Narrative: ID: 761152 very often tends to take initiative. This initiative will help him/her to achieve objectives. It is very important that the employer provides opportunities for initiative and guidelines regarding the type of initiative that can be taken. Otherwise, the initiative could be contrary to expectations. ID: 761152's degree of initiative will probably have a somewhat positive impact on job satisfaction and/or performance.</p>	9.3											●
<p>Authoritative: The desire for decision-making authority and the willingness to accept decision-making responsibility Narrative: ID: 761152 likes to have decision-making authority and is willing to accept responsibility. ID: 761152's degree of enjoyment of having decision-making authority will probably have a slightly positive impact on job satisfaction and/or performance.</p>	8.1						●					
<p>Diplomatic: The tendency to state things in a tactful manner Narrative: ID: 761152 may occasionally tend to lack diplomacy when communicating. ID: 761152's degree of diplomacy will probably have a somewhat negative impact on job satisfaction and/or performance.</p>	3.9											●
<p>Helpful: The tendency to respond to others' needs and assist or support others to achieve their goals Narrative: ID: 761152 tends to be fairly helpful and conscious of others' needs. ID: 761152's degree of helpfulness is sufficient for this job.</p>	6.8											●

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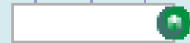




Essential traits (in order of importance)		Negative Impact							Positive Impact					
		ID: 761152's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong	
<p>Persistent: The tendency to be tenacious despite encountering significant obstacles Narrative: ID: 761152 is determined and perseveres with a task despite many obstacles. ID: 761152's degree of enjoyment of persistence will probably have a slightly positive impact on job satisfaction and/or performance.</p>		8.1												
<p>Precise: The enjoyment of work that requires being exact and the tendency to be detail oriented Narrative: ID: 761152 very much enjoys precision tasks and tends to be very precise and attentive to detail. ID: 761152's degree of being exact will probably have a somewhat positive impact on job satisfaction and/or performance.</p>		9.2												
<p>Systematic: The enjoyment of tasks that require carefully or methodically thinking through steps. Narrative: ID: 761152 very much enjoys work that requires being systematic and tends to be very systematic. ID: 761152's degree of being systematic will probably have a somewhat positive impact on job satisfaction and/or performance.</p>		9.4												
Desirable traits (in order of importance)		Negative Impact												
		ID: 761152's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact						
<p>Computers: The enjoyment of working with electronic machines that calculate, store, or analyze information Narrative: ID: 761152 enjoys working with computers. ID: 761152's degree of enjoyment of working with computers is sufficient for this job.</p>		8.0												
<p>Handles Autonomy: The tendency to have the motivation and self-reliance necessary for a significant amount of independence from immediate supervision (does not indicate the necessary job related knowledge) Narrative: Assuming he/she has sufficient job-related knowledge, ID: 761152 is very likely to take appropriate actions when given a significant amount of independence from supervision. ID: 761152's level of ability to handle autonomy is sufficient for this job.</p>		8.9												
<p>Optimistic: The tendency to believe the future will be positive Narrative: ID: 761152 tends to be optimistic and cheerful. ID: 761152's positive attitude will be beneficial when dealing with staff and co-workers. ID: 761152's degree of optimism is sufficient for this job.</p>		7.7												

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Desirable traits (in order of importance)

Desirable traits are traits in which low scores can hinder performance. However, high scorers do not necessarily perform better than moderate scorers.

Negative Impact 





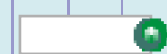
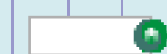

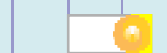
	ID: 761152's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Self-acceptance: The tendency to like oneself ("I'm O.K. the way I am") Narrative: ID: 761152 is a little lacking in self-acceptance. This limited self-regard may interfere with positive interactions with subordinates, co-workers or clients. ID: 761152's degree of self-acceptance will probably have a somewhat negative impact on job satisfaction and/or performance.</p>	3.6						
<p>Self-improvement: The tendency to attempt to develop or better oneself Narrative: ID: 761152 has an intention to improve himself/herself. ID: 761152's level of interest in self-improvement is sufficient for this job.</p>	6.8						
<p>Analyzes Pitfalls: The tendency to scrutinize potential difficulties related to a plan or strategy Narrative: ID: 761152 has a very strong tendency to analyze the potential difficulties of plans and strategies. Therefore, ID: 761152 is likely to be extremely mindful when it comes to making strategic decisions. ID: 761152's degree of enjoyment of analyzing potential difficulties is sufficient.</p>	9.9						
<p>Pressure Tolerance: The level of comfort related to working under deadlines and busy schedules Narrative: ID: 761152 is likely to work well under the pressure of deadlines and tight schedules. ID: 761152's degree of tolerance of pressure is sufficient for this job.</p>	8.2						
<p>Warmth / empathy: The tendency to express positive feelings and affinity toward others Narrative: ID: 761152 very often expresses warmth and empathy. ID: 761152's degree of expressing warmth and empathy is sufficient for this job.</p>	9.3						
<p>Analytical: The tendency to logically examine facts and situations (not necessarily analytical ability) Narrative: ID: 761152 tends to very often analyze problems and decisions and enjoys it. ID: 761152's degree of enjoyment of analyzing problems is sufficient for this job.</p>	9.2						
<p>Collaborative: The tendency to collaborate with others when making decisions Narrative: ID: 761152 usually enjoys collaboration and is generally willing to collaborate with others with regard to making important decisions. ID: 761152's degree of enjoyment of collaborating is sufficient for this job.</p>	6.8						
<p>Flexible: The tendency to easily adapt to change Narrative: ID: 761152 tends to be fairly adaptive and comfortable with change. ID: 761152's degree of flexibility is sufficient for this job.</p>	6.5						

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Desirable traits (in order of importance)

Desirable traits are traits in which low scores can hinder performance. However, high scorers do not necessarily perform better than moderate scorers.

Negative Impact 








	ID: 761152's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Manages Stress Well: The tendency to deal effectively with strain and difficulty when it occurs Narrative: ID: 761152 is generally able to manage stress. ID: 761152's level of ability to manage stress is sufficient.</p>	5.7						
<p>Receives Correction: The tendency to accept guidance intended to improve performance Narrative: ID: 761152's preferences indicate he/she is probably only moderately receptive to corrective feedback. ID: 761152's degree of receptivity to corrective feedback is sufficient for this job.</p>	5.7						
<p>Enlists Cooperation: The tendency to invite others to participate in or join an effort Narrative: ID: 761152 only moderately enjoys enlisting the co-operation of others. ID: 761152's degree of enjoyment related to enlisting the co-operation of others is sufficient for this job.</p>	5.0						
<p>Enthusiastic: The tendency to be eager and excited toward one's own goals Narrative: ID: 761152 tends to be moderately enthusiastic about his/her goals. However, his/her goals could be clearer. ID: 761152's degree of enthusiasm for his/her goals is sufficient for this job.</p>	6.4						
<p>Tolerance Of Bluntness: The level of comfort related to receiving abrupt or frank communications from others Narrative: ID: 761152 is fairly tolerant of people who are blunt. ID: 761152's degree of tolerance of bluntness is sufficient for this job.</p>	7.4						
<p>Wants Challenge: The willingness to attempt difficult tasks or goals Narrative: ID: 761152 is moderately motivated by challenging tasks or projects but may prefer 'incremental' challenges. ID: 761152's degree of drive to achieve challenging objectives is sufficient for this job.</p>	6.3						
<p>Planning: The tendency to formulate ideas related to the steps and process of accomplishing an objective Narrative: ID: 761152 greatly enjoys planning and probably tends to do a great deal of it. ID: 761152's degree of enjoyment of planning is sufficient for this job.</p>	9.9						
<p>Tolerance Of Structure: The tolerance of following rules, schedules, and procedures created by someone else Narrative: ID: 761152 may dislike having to follow extensive rules and procedures set by someone else and thus may sometimes neglect to follow them. ID: 761152's degree of tolerance of structure is sufficient for this job.</p>	2.8						

Harrison Assessments Suitability

Traits to avoid (in order of importance)

Traits to avoid are traits in which high scores can hinder performance.

Negative Impact 






	ID: 761152's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Blunt: The tendency to be frank or direct while lacking in diplomacy or tact Narrative: ID: 761152 probably has a moderate tendency to be blunt. ID: 761152 may unnecessarily be disruptive or create employee turnover as a result of his/her communication style unless this tendency is monitored. ID: 761152's degree of being blunt will NOT hinder performance.</p>	3.7						
<p>Defensive: The tendency to focus on self-acceptance while avoiding self-improvement (The attitude "I'm O.K. and I don't need to improve") Narrative: ID: 761152 probably does not have a significant degree of defensiveness. ID: 761152's degree of defensiveness will NOT hinder performance.</p>	0.0						
<p>Dogmatic: The tendency to be certain of one's own opinions while at the same time not open to different ideas Narrative: ID: 761152 probably does not have a significant degree of being dogmatic. ID: 761152's degree of being dogmatic will NOT hinder performance.</p>	0.0						
<p>Harsh: The tendency to be overly strict or punitive when enforcing rules and procedures Narrative: ID: 761152 probably does not have a significant tendency to be harsh or overly strict. ID: 761152's degree of harshness will NOT hinder performance.</p>	0.0						
<p>Blindly Optimistic: The tendency to focus on the possible benefits of a plan or strategy, while failing to adequately see the potential difficulties Narrative: ID: 761152 probably does not have a significant degree of being blindly optimistic. ID: 761152's degree of being blindly optimistic will NOT hinder performance.</p>	0.0						
<p>Skeptical: The tendency to overly emphasize the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits Narrative: ID: 761152 probably has only a slight tendency to give greater consideration to potential problems than potential benefits. ID: 761152's degree of being skeptical will NOT hinder performance.</p>	2.2						
<p>Dominating: The tendency to be assertive with one's own needs while failing to respond to other people's needs Narrative: ID: 761152 probably does not have a significant degree of being dominating. ID: 761152's degree of being dominating will NOT hinder performance.</p>	0.0						

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Traits to avoid (in order of importance)

Traits to avoid are traits in which high scores can hinder performance.

Negative Impact 

	ID: 761152's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
<p>Fast But Imprecise: The tendency to be productive but not paying sufficient attention to detail Narrative: ID: 761152 probably does not have a significant degree of being fast but imprecise. ID: 761152's degree of being fast but imprecise will NOT hinder performance.</p>	0.0						
<p>Precise But Slow: The tendency to be exact but not paying sufficient attention to productivity Narrative: ID: 761152 probably does not have a significant degree of focusing on details to the extent of slowing productivity ID: 761152's degree of being precise but slow will NOT hinder performance.</p>	0.0						
<p>Evasive: The tendency to be tactful without being sufficiently direct Narrative: ID: 761152 probably does not have a significant degree of being evasive. ID: 761152's degree of being evasive will NOT hinder performance.</p>	0.0						
<p>Pay Minus Motivation: The tendency to have a strong desire for money while lacking the personal drive necessary to earn it Narrative: ID: 761152 probably does not have a significant degree of having a desire for high pay that is greater than his/her level of motivation. ID: 761152's level of motivation as compared to his/her desire for high pay will support job satisfaction and will NOT hinder performance.</p>	0.0						
<p>Authoritarian: The tendency to make decisions without collaborating with others Narrative: ID: 761152 probably does not have a significant degree of making decisions without sufficiently collaborating. ID: 761152's degree of being authoritarian when enforcing rules will NOT hinder performance.</p>	1.3						
<p>Rebellious Autonomy: The tendency to attempt to gain freedom from authority without taking sufficient and appropriate initiative Narrative: ID: 761152 probably does not have a significant degree of rebellious autonomy. ID: 761152's degree of rebellious autonomy will NOT hinder performance.</p>	0.0						