

**REPORT FOR**  
 Andrew Jones

**DATE OF COMPLETION**  
 15/09/2013

**RELIABILITY - 99.2%**  
 Answers were very likely accurate and truthful

**ORGANISATION**  
 Elanova

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 running 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.

A single asterisk, \*, indicates that there are some inconsistencies related to this trait, but the result is probably reliable. A double asterisks, \*\*, 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 Assessments system, listed in order of Andrew's scores.

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

Trait	Score	Description
Helpful	9.9	The tendency to respond to others' needs and assist or support others to achieve their goals
Warmth / empathy	9.9	The tendency to express positive feelings and affinity towards others
Wants Autonomy	9.6	The desire to have freedom or independence from authority
Optimistic	9.5	The tendency to believe the future will be positive
Wants Challenge	9.4	The willingness to attempt difficult tasks or goals

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

Trait	Score	Description
Risking	9.2	The tendency to feel comfortable with business ventures that involve uncertainty
Outgoing	9.2	The tendency to be socially extroverted and the enjoyment of meeting new people
Wants To Lead	9.2	The desire to be in a position to direct or guide others
Cause Motivated	9.1	The tendency to be motivated to help society
Self-motivated	9.0	The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals
Takes Initiative	8.7	The tendency to perceive what is necessary to be accomplished and to proceed on one's own
Diplomatic	8.6	The tendency to state things in a tactful manner
Authoritative	8.6	The desire for decision-making authority and the willingness to accept decision-making responsibility
Persistent	8.6	The tendency to be tenacious despite encountering significant obstacles
Open / reflective	8.2	The tendency to reflect on many different viewpoints
Enthusiastic	8.2	The tendency to be eager and excited toward one's own goals
Influencing	8.1	The tendency to try to persuade others

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

Trait	Score	Description
Tolerance Of Bluntness	7.8	The level of comfort related to receiving abrupt or frank communications from others
Tempo	7.7	The enjoyment of work that needs to be done quickly
Flexible	7.7	The tendency to easily adapt to change
Analytical	7.5	The tendency to logically examine facts and situations (not necessarily analytical ability)

**Acceptable Areas** - Andrew's moderate strengths and preferences

Trait	Score	Description
Wants Recognition	7.3	The desire for positive acknowledgement (from others) related to one's abilities and strengths
Frank	7.1	The tendency to be straightforward, direct, to the point, and forthright
Self-acceptance	7.0	The tendency to like oneself ("I'm O.K. the way I am")
Certain	6.8	The tendency to feel confident in one's opinions
Wants Frankness	6.8	The desire for others to be direct, straightforward, and to the point
Intuitive	6.6	The tendency to use hunches to help make decisions (not necessarily intuitive capabilities)
Self-improvement	6.6	The tendency to attempt to develop or better oneself
Experimenting	6.4	The tendency to try new things and new ways of doing things
Wants Stable Career	5.6	The desire for long-term or permanent employment

**Willing to do** - Areas in which Andrew is willing if not required a large percentage of the time

Trait	Score	Description
Comfort With Conflict	5.4	The tendency to be comfortable with confrontation or strife
Wants High Pay	5.4	The desire to earn greater remuneration
Relaxed	5.2	The tendency to feel at ease or calm while working
Enlists Cooperation	5.0	The tendency to invite others to participate in or join an effort
Assertive	4.9	The tendency to put forward personal wants and needs
Collaborative	4.7	The tendency to collaborate with others when making decisions
Planning	4.7	The tendency to formulate ideas related to the steps and process of accomplishing an objective
Manages Stress Well	4.5	The tendency to deal effectively with strain and difficulty when it occurs
Wants Capable Leader	4.5	The desire to have a leader one perceives to be capable
Wants Diplomacy	4.3	The desire for others to be tactful
Systematic	4.1	The enjoyment of tasks that require carefully or methodically thinking through steps
Organised	3.9	The tendency to place and maintain order in an environment or situation
Analyses Pitfalls	3.8	The tendency to scrutinise potential difficulties related to a plan or strategy

**Prefer Not to Do It** - Andrew would prefer to be doing other things than these

Trait	Score	Description
Tolerance Of Structure	3.3	The tolerance of following rules, schedules, and procedures created by someone else
Enforcing	3.1	The tendency to insist upon necessary rules being followed

**Strongly Prefer Not to Do It** - Andrew strongly would prefer to be doing other things than these

Trait	Score	Description
Precise	2.3	The enjoyment of work that requires being exact and the tendency to be detail oriented

## Retention and Engagement Factors

These are Andrew's retention and engagement factors listed in order.

Retention and Engagement Factors	Score	Description
Wants Social Opportunities	10.0	The desire to have a workplace that enables one to meet and interact with others
Wants Development	9.0	The desire to have work opportunities to learn new skills or increase abilities
Wants Opinions Valued	8.0	The desire to have an employer who listens and gives importance to one's views
Wants Personal Help	7.0	The desire to receive some form of employer support related to one's personal difficulties
Wants Work/Life Balance	6.0	The desire to have sufficient time away from work for rest, enjoyment, or family
Wants Appreciation	5.0	The desire to have an employer who expresses appreciation for one's work
Wants To Be Informed	4.0	The desire to have an employer who freely shares information related to one's work or job
Wants Advancement	3.0	The desire to have work opportunities to expand one's career or responsibilities
Wants Quick Pay Increases	2.0	The desire to have an employer who offers relatively frequent pay increases
Wants Flexible Work Time	1.0	The desire to have flexible working hours or holiday schedules

## Task Preferences

These are tasks listed in order of Andrew's preferences.

Task Preference	Score	Description
Numerical	8.0	The enjoyment of counting, calculating, or analysing quantities using mathematics
Computers	6.6	The enjoyment of working with electronic machines that calculate, store, or analyse information
Public Speaking	6.5	The enjoyment of presenting or articulating information to groups of people
Teaching	5.8	The enjoyment of instructing, training, or educating others
Manual Work	5.7	The enjoyment of work that involves using one's hands
Artistic	5.4	The enjoyment of making things look beautiful or attractive
Driving	4.0	The enjoyment of operating a motor vehicle
Research / learning	3.4	The enjoyment of gathering and comprehending new information
Building / making	3.0	The enjoyment of constructing or putting together anything
Mechanical	2.8	The enjoyment of work that involves fixing or repairing something
Clerical	2.5	The enjoyment of tasks such as typing or filing or organising information
Physical Work	2.5	The enjoyment of work that involves substantial bodily effort

## Interests

These are interests listed in order of Andrew's areas of interest.

Interest	Score	Description
Psychology	10.0	The interest in human mental functions including mannerisms, actions, attitudes, and abilities
Electronics	10.0	The interest in designing, assembling, repairing, or operating automated or computerised equipment
Animals	10.0	The interest in working with mammals, birds, reptiles, or fish
Food	10.0	The interest in work relating to food

Interest	Score	Description
Entertainment	8.0	The interest in activity that holds the attention and interest of an audience
Plants	8.0	The interest in shrubs, gardening, botany, trees, or farming
Computer Hardware	8.0	The interest in the physical elements that constitute a computer system
Computer Software	8.0	The interest in the non-tangible program components (i.e. software) of computers
Finance / business	7.0	The interest in commerce or fiscal management
Physical Science	6.0	The interest in the physics and chemistry of nature
Science	6.0	The interest in any body of knowledge that uses a systematic method for achieving knowledge
Selling	5.0	The interest in convincing or influencing others to purchase a product or service
Manufacturing	5.0	The interest in the production of products using labor, machines, or chemicals
Legal Matters	4.0	The interest in rules created by social institutions to govern society and business
Biology	3.0	The interest in the structure, function, growth, evolution, distribution, or taxonomy of living organisms
Travel	2.0	The interest in work that involves frequently taking a journey
Sports	2.0	The interest in work that involves sports
Medical Science	2.0	The interest in at least one of the applied sciences related to healthcare
Writing / language	2.0	The interest in work that involves formulating words to convey meaning (i.e., journalism or translator)
Children	2.0	The interest in working with children
Health / medicine	2.0	The interest in health or medicine

## Work Environment Preferences

These are work environment preferences listed in Andrew's order of preference.

Work Environment Preference	Score	Description
Pressure Tolerance	9.7	The level of comfort related to working under deadlines and busy schedules
Public Contact	7.2	The tendency to feel comfortable with interacting directly with a wide range of people representative of general society
Sitting	6.1	The tolerance of sitting for long periods in which there is no opportunity to stand or walk around
Team	4.5	The enjoyment of working closely in a co-operative effort with others (not necessarily the ability to do so)
Noise	3.7	The tolerance of working in an environment that has loud or continuous sounds
Standing	3.1	The tolerance of standing in a stationary position for long periods (no opportunity to sit or walk around)
Outdoors	2.3	The desire to work in an outside environment
Repetition	2.1	The tolerance of monotonous work: the same single activity is repeated over and over (e.g. assembly line)

## Behavioural Competencies

Behavioral competencies are composed of numerous traits, and are listed in order of Andrew's strengths.

Behavioural Competency	Score	Description
Handles Autonomy	9.3	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)

Behavioural Competency	Score	Description
Provides Direction	9.0	The tendency to provide others with clear direction or guidance
People Oriented	8.7	The tendency to positively interact with others
Handles Conflict	8.7	The tendency to skilfully face discord or strife, and the interpersonal skills necessary to deal with it effectively
Organisational Compatibility	8.6	The tendency to work co-operatively with others (assuming sufficient job related knowledge and team compatibility)
Interpersonal Skills	8.3	The tendency to have a balance of traits that relate to effective interaction with others
Coaching	8.3	The tendency to effectively facilitate the development of others (one-to-one interactions)
Receives Correction	8.0	The tendency to accept guidance intended to improve performance
Innovative	7.9	The tendency to create new and more effective ways of doing things
Doesn't Need Structure	7.8	The tendency to work effectively without much structure (assuming sufficient job related knowledge)
Self-employed	6.9	The tendency to be effective when self-employed (does not necessarily indicate sufficient business-related knowledge)
Negotiating	6.3	The tendency to bargain in order to reach a beneficial agreement
Tolerance Of Evasiveness	6.0	The level of comfort related to dealing with people who are indirect or lacking in frankness
Effective Enforcing	5.0	The tendency to skilfully correct others when they are violating rules or performing poorly
Judgment (strategic)	2.1	The tendency to have a balance of traits necessary to discern pertinent information, and formulate an effective strategy

## Traits to Avoid for this Position

These traits to avoid are related to the position selected. If they are highlighted in red, it indicates that trait may hinder Andrew's performance.

Traits to Avoid for this Position	Score	Description
Permissive	6.8	The tendency to be warm and empathetic without sufficiently enforcing rules or holding others accountable
Blindly Optimistic	5.7	The tendency to focus on the possible benefits of a plan or strategy without sufficiently analysing the potential difficulties or pitfalls
Impulsive	5.4	The tendency to take risks without sufficient analysis of the potential difficulties
Authoritarian	3.9	The tendency to make decisions independently without sufficiently collaborating with others
Evasive	1.5	The tendency to be tactful without being sufficiently direct
Defensive	0.3	The tendency to be self-accepting without sufficiently intending to improve
Dogmatic	0.0	The tendency to be certain of opinions without sufficiently being open to different ideas
Pay Minus Motivation	0.0	The tendency to have a desire for money that is greater than the personal drive necessary to earn it
Sceptical	0.0	The tendency to focus on the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits
Forceful Enforcing	0.0	The tendency to enforce rules without sufficiently enlisting others' cooperation
Harsh	0.0	The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic
Blunt	0.0	The tendency to be frank or direct without being sufficiently tactful or diplomatic
Self-critical	0.0	The tendency to seek self-improvement without sufficiently being self-accepting
Dominating	0.0	The tendency to be assertive of one's needs without sufficiently being helpful to others
Insensitive	0.0	The tendency to be assertive with one's own needs without being sufficiently warm and empathetic

## Functions

These scores reflect Andrew's level of suitability for each of the following job categories on a scale of 0 to 10.

Functions	Score	Description
Customer Service - Friendly	9.6	This template is for a position in which the primary requirement is friendliness (not necessarily efficiency). It focuses on a variety of interpersonal skills related to serving customers. It also screens for personal honesty and at least a moderate level of motivation.
Sales - Cold Calling	9.2	This position relates to sales in general but is oriented toward sales positions that require prospecting for new clients with mostly cold calling. It focuses on achievement, self-motivation, and various interpersonal skills related to persuasion.
Supervisory	7.0	This template is designed for a position that has supervisory responsibilities. It focuses on self-motivation and organisation. It also screens for a lack of interpersonal skills necessary to be a supervisor.
Management - Middle	4.6	This template is designed for a position that has the responsibilities of middle management. It focuses on achievement, self-motivation, leadership, and decision-making. It also screens for a lack of interpersonal skills necessary for management.
Management - Upper	4.2	This template is designed for a senior management position. It focuses on leadership, achievement, self-motivation, decision-making, and various interpersonal skills that relate to leadership.
Technical	3.8	This template is specifically designed for a technical position. It focuses on analytical tendencies, organisational skills, and self-motivation. It also screens for a lack of interpersonal skills necessary for interacting with co-workers.
Administration - General	0.0	This position is specifically designed for a general administration role. It focuses on being organised and detail oriented. In addition, it screens for a lack of interpersonal skills necessary for interacting with co-workers.