

**REPORT FOR**  
Andrew Jones

**DATE OF COMPLETION**  
12/06/2018

**RELIABILITY - 99%**  
Answers were very likely accurate and truthful

**ORGANIZATION**  
Your Company Name

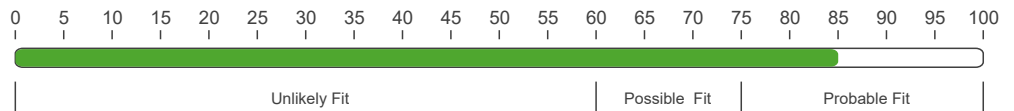


## Overall Score

The overall score takes into account all the assessment types you have selected for this job.

Each assessment type is then weighted as shown in the Assessment Weighting section. The weighting for the assessment types are used to calculate the Overall Percentage Job Fit.

**Overall percentage of Job Fit = 85%**



## Assessment Weighting

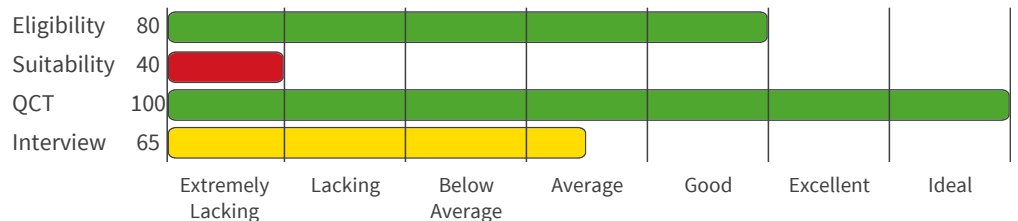
**Eligibility (40% weighting):** This assessment includes prior experience, education, and abilities, which you have selected for recruitment for this job.

**HA Suitability (30% weighting):** This assessment includes attitudes, motivations, task preferences, interests, and work environment preferences that relate to success for this job.

**Quantitative Critical Thinking (15% weighting):** This assessment measures the ability to combine logic with numerical and verbal reasoning to solve problems and make decisions.

**Interview Suitability (15% weighting):** This assessment is based on the suitability scores given to Andrew during the interview using the Harrison Assessments interview guide.

## Assessment Scores



## Harrison Assessments Suitability

Essential traits (in order of importance) <i>Higher scores generally relate to better performance.</i>		Negative Impact < > Positive Impact											
		Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
<b>Psychology:</b> <i>The interest in human mental functions including mannerisms, actions, attitudes, and abilities</i> Narrative: Andrew is extremely interested in psychology. Andrew's level of interest in some aspects of psychology will probably have an extremely positive impact on job satisfaction and/or performance.	10.0												
<b>Analytical:</b> <i>The tendency to logically examine facts and situations (not necessarily analytical ability)</i> Narrative: Andrew tends to analyze problems and decisions and enjoys it. Andrew's degree of enjoyment of analyzing will probably have a slightly positive impact on job satisfaction and/or performance.	7.5												
<b>Takes Initiative:</b> <i>The tendency to perceive what is necessary to be accomplished and to proceed on one's own</i> Narrative: Andrew very often tends to take initiative. This initiative will help him 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. Andrew's degree of initiative will probably have a somewhat positive impact on job satisfaction and/or performance.	8.7												
<b>Wants Challenge:</b> <i>The willingness to attempt difficult tasks or goals</i> Narrative: Andrew is very motivated by challenging tasks or projects and needs challenging work. Andrew strongly prefers an employer who is able to offer challenging work. His strong drive for achievement will probably be a good example for others. Andrew's degree of drive to achieve challenging objectives will probably have a somewhat positive impact on job satisfaction and/or performance.	9.4												
<b>Authoritative:</b> <i>The desire for decision-making authority and the willingness to accept decision-making responsibility</i> Narrative: Andrew has a strong desire to have decision-making authority and is very willing to accept responsibility. Andrew's degree of enjoyment of having decision-making authority will probably have a slightly positive impact on job satisfaction and/or performance.	8.6												

## Harrison Assessments Suitability

Essential traits (in order of importance) <i>Higher scores generally relate to better performance.</i>		Negative Impact < > Positive Impact											
		Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
<b>Enlists Cooperation:</b> <i>The tendency to invite others to participate in or join an effort</i> Narrative: Andrew only moderately enjoys enlisting the cooperation of others. Andrew's degree of enjoyment related to enlisting the cooperation of others will probably have a slightly negative impact on job satisfaction and/or performance.	5.0												
<b>Optimistic:</b> <i>The tendency to believe the future will be positive</i> Narrative: Andrew tends to be extremely optimistic and cheerful. Andrew's positive attitude will be very beneficial when dealing with staff and co-workers. Andrew's degree of optimism will probably have a somewhat positive impact on job satisfaction and/or performance.	9.5												

Desirable traits (in order of importance) <i>Desirable traits are traits in which low scores can hinder performance. However, high scorers do not necessarily perform better than moderate scorers.</i>		Negative Impact <					
		Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight
<b>Cause Motivated:</b> <i>The tendency to be motivated to help society</i> Narrative: Undertaking work that benefits others/society is very important to Andrew. Find out what Andrew's causes are in order to determine if they are consistent with the causes related to this position. Andrew's degree of cause orientation is sufficient for this job.	9.1						
<b>Diplomatic:</b> <i>The tendency to state things in a tactful manner</i> Narrative: Andrew is very capable of being tactful and tends to state things in a very diplomatic manner. Andrew's degree of diplomacy is sufficient for this job.	8.6						
<b>Enthusiastic:</b> <i>The tendency to be eager and excited toward one's own goals</i> Narrative: Andrew tends to be quite enthusiastic about his goals. If Andrew's goals are in alignment with the organization's objectives, he will probably have a drive to achieve those objectives. Andrew's degree of enthusiasm for his goals is sufficient for this job.	8.2						

## Harrison Assessments Suitability

Desirable traits (in order of importance) <i>Desirable traits are traits in which low scores can hinder performance. However, high scorers do not necessarily perform better than moderate scorers.</i>	Andrew's Score	Negative Impact <					
		Very strong	Strong	Substantial	Moderate	Slight	No impact
<b>Helpful:</b> <i>The tendency to respond to others' needs and assist or support others to achieve their goals</i> Narrative: Andrew tends to be extremely helpful and conscious of others' needs. Andrew's degree of helpfulness is sufficient for this job.	9.9						
<b>Numerical:</b> <i>The enjoyment of counting, calculating, or analyzing quantities using mathematics</i> Narrative: Andrew enjoys working with numbers. Andrew's degree of enjoyment of working with numbers is sufficient for this job.	8.0						
<b>Organized:</b> <i>The tendency to place and maintain order in an environment or situation</i> Narrative: Andrew probably prefers not to do much organizing. He may do the minimum amount of organizing necessary and may occasionally lose efficiency. Andrew's degree of being organized will probably have a slightly negative impact on job satisfaction and/or performance.	3.9						
<b>Persistent:</b> <i>The tendency to be tenacious despite encountering significant obstacles</i> Narrative: Andrew is very determined and perseveres with a task despite many obstacles. Andrew's tendency to be persistent is sufficient for this job.	8.6						
<b>Research / learning:</b> <i>The enjoyment of gathering and comprehending new information</i> Narrative: Andrew does not enjoy having to research or learn new information as part of his work. Andrew's degree of enjoyment of researching and learning new information will probably have a somewhat negative impact on job satisfaction and/or performance.	3.4						
<b>Self-acceptance:</b> <i>The tendency to like oneself ("I'm O.K. the way I am")</i> Narrative: Andrew is fairly self-accepting. This positive self-regard will probably translate to better interactions with subordinates, co-workers, and clients. Andrew's degree of self-acceptance is sufficient for this job.	7.0						
<b>Self-improvement:</b> <i>The tendency to attempt to develop or better oneself</i> Narrative: Andrew has an intention to improve himself. Andrew's level of interest in self-improvement is sufficient for this job.	6.6						

## Harrison Assessments Suitability

Desirable traits (in order of importance)	Andrew's Score	Negative Impact <					
		Very strong	Strong	Substantial	Moderate	Slight	No impact
<p><b>Systematic:</b>  <i>The enjoyment of tasks that require carefully or methodically thinking through steps</i>            Narrative: Andrew usually prefers NOT to have to do work that requires being systematic. Andrew's degree of being systematic will probably have a slightly negative impact on job satisfaction and/or performance.</p>	4.1						
<p><b>Warmth / empathy:</b>  <i>The tendency to express positive feelings and affinity toward others</i>            Narrative: Andrew frequently expresses warmth and empathy. Andrew's degree of expressing warmth and empathy is sufficient for this job.</p>	9.9						
<p><b>Writing / language:</b>  <i>The interest in work that involves formulating words to convey meaning (i.e., journalism or translator)</i>            Narrative: Andrew has very little or no interest in writing or language. Andrew's level of interest in writing or language will probably have a negative impact on job satisfaction and/or performance.</p>	2.0						
<p><b>Finance / business:</b>  <i>The interest in commerce or fiscal management</i>            Narrative: Andrew is fairly interested in business or finance. Andrew's level of interest in business or finance is sufficient for this job.</p>	7.0						
<p><b>Influencing:</b>  <i>The tendency to try to persuade others</i>            Narrative: Andrew very often engages in persuading and influencing others. Assuming he has the right balance of other interpersonal traits, Andrew is likely to be skillful in expressing his ideas to staff, co-workers and/or clients. Andrew's degree of enjoyment of influencing is sufficient for this job.</p>	8.1						
<p><b>Tolerance Of Bluntness:</b>  <i>The level of comfort related to receiving abrupt or frank communications from others</i>            Narrative: Andrew is quite tolerant of people who are blunt. Andrew's degree of tolerance of bluntness is sufficient for this job.</p>	7.8						
<p><b>Frank:</b>  <i>The tendency to be straightforward, direct, to the point, and forthright</i>            Narrative: Andrew is fairly capable of being frank and usually tends to state things in a direct manner. Andrew's degree of frankness is sufficient for this job.</p>	7.1						

## Harrison Assessments Suitability

Desirable traits (in order of importance) <i>Desirable traits are traits in which low scores can hinder performance. However, high scorers do not necessarily perform better than moderate scorers.</i>	Andrew's Score	Negative Impact <					
		Very strong	Strong	Substantial	Moderate	Slight	No impact
<b>Outgoing:</b> <i>The tendency to be socially extroverted and the enjoyment of meeting new people</i> Narrative: Andrew enjoys meeting new people and is probably very outgoing. Andrew's degree of enjoyment of meeting new people is sufficient for this job.	9.2						
<b>Planning:</b> <i>The tendency to formulate ideas related to the steps and process of accomplishing an objective</i> Narrative: Andrew only moderately enjoys planning but probably tends to do it when it is necessary Andrew's degree of enjoyment of planning is sufficient for this job.	4.7						
<b>Collaborative:</b> <i>The tendency to collaborate with others when making decisions</i> Narrative: Andrew only moderately enjoys collaboration and probably only gives moderate importance to collaborating with others in the decision-making process. If Andrew is making important decisions that could benefit from collaboration, it might be wise to require collaboration before the final decision can be made. Andrew's degree of enjoyment from collaborating is sufficient for this job.	4.7						
<b>Pressure Tolerance:</b> <i>The level of comfort related to working under deadlines and busy schedules</i> Narrative: Andrew is extremely likely to work well under the pressure of deadlines and tight schedules. Andrew's degree of tolerance of pressure is sufficient for this job.	9.7						
<b>Science:</b> <i>The interest in any body of knowledge that uses a systematic method for achieving knowledge</i> Narrative: Andrew is moderately interested in some aspects of science. Andrew's level of interest in some aspects of science is sufficient for this job.	6.0						
<b>Teaching:</b> <i>The enjoyment of instructing, training, or educating others</i> Narrative: Andrew is moderately interested in teaching or instructing others. Andrew's level of interest in teaching or instructing others is sufficient for this job.	5.8						

## Harrison Assessments Suitability

Desirable traits (in order of importance)		Negative Impact <					
		Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight
<b>Wants To Lead:</b> <i>The desire to be in a position to direct or guide others</i> Narrative: Andrew has a strong desire to be in a leadership position. He has a strong drive to take charge. Andrew's degree of willingness to be in a leadership position is sufficient for this job.	9.2						
<b>Analyzes Pitfalls:</b> <i>The tendency to scrutinize potential difficulties related to a plan or strategy</i> Narrative: Andrew usually does not enjoy analyzing the potential difficulties of plans and strategies and may sometimes neglect to do so. Therefore, it would be best if he were to receive other input before making important strategic decisions Andrew's degree of enjoyment of analyzing potential difficulties is sufficient.	3.8						
<b>Manages Stress Well:</b> <i>The tendency to deal effectively with strain and difficulty when it occurs</i> Narrative: Andrew is moderately able to manage stress. Andrew's level of ability to manage stress is sufficient.	4.5						
<b>Tolerance Of Structure:</b> <i>The tolerance of following rules, schedules, and procedures created by someone else</i> Narrative: Andrew may dislike having to follow extensive rules and procedures set by someone else and thus may sometimes neglect to follow them. Andrew's degree of tolerance of structure is sufficient for this job.	3.3						

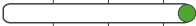
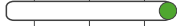
Traits to avoid (in order of importance)		Negative Impact <					
		Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight
<b>Blunt:</b> <i>The tendency to be frank or direct without being sufficiently tactful or diplomatic</i> Narrative: Andrew probably does not have a significant degree of being blunt. Andrew's degree of being blunt will NOT hinder performance.	0.0						

## Harrison Assessments Suitability

<b>Traits to avoid (in order of importance)</b> <i>Traits to avoid are traits in which high scores can hinder performance.</i>	Andrew's Score	Negative Impact <					
		Very strong	Strong	Substantial	Moderate	Slight	No impact
<b>Defensive:</b> <i>The tendency to be self-accepting without sufficiently intending to improve</i> Narrative: Andrew probably does not have a significant degree of defensiveness. Andrew's degree of defensiveness will NOT hinder performance.	0.3						
<b>Dogmatic:</b> <i>The tendency to be certain of opinions without sufficiently being open to different ideas</i> Narrative: Andrew probably does not have a significant degree of being dogmatic. Andrew's degree of being dogmatic will NOT hinder performance.	0.0						
<b>Harsh:</b> <i>The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic</i> Narrative: Andrew probably does not have a significant tendency to be harsh or overly strict. Andrew's degree of harshness will NOT hinder performance.	0.0						
<b>Insensitive:</b> <i>The tendency to be assertive with one's own needs without being sufficiently warm and empathetic</i> Narrative: Andrew probably does not have a significant degree of being insensitive. Andrew's degree of being insensitive will NOT hinder performance.	0.0						
<b>Permissive:</b> <i>The tendency to be warm and empathetic without sufficiently enforcing rules or holding others accountable</i> Narrative: Andrew probably has a very strong tendency to be permissive. Andrew may have difficulty insisting his subordinates follow the rules or perform to their potential. Andrew's degree of being permissive will probably have a negative impact on job satisfaction and/or performance.	6.8						
<b>Self-critical:</b> <i>The tendency to seek self-improvement without sufficiently being self-accepting</i> Narrative: Andrew probably does not have a significant degree of self-criticalness. Andrew's degree of self-criticalness will NOT hinder performance.	0.0						



## Harrison Assessments Suitability

<b>Traits to avoid (in order of importance)</b> <i>Traits to avoid are traits in which high scores can hinder performance.</i>	Andrew's Score	Negative Impact <					
		Very strong	Strong	Substantial	Moderate	Slight	No impact
<b>Skeptical:</b> <i>The tendency to focus on the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits</i> Narrative: Andrew probably does not have a significant degree of skepticism. Andrew's degree of being skeptical will NOT hinder performance.	0.0						
<b>Dominating:</b> <i>The tendency to be assertive of one's needs without sufficiently being helpful to others</i> Narrative: Andrew probably does not have a significant degree of being dominating. Andrew's degree of being dominating will NOT hinder performance.	0.0						
<b>Evasive:</b> <i>The tendency to be tactful without being sufficiently direct</i> Narrative: Andrew probably has only a very slight tendency to be evasive when communicating rather than saying what he really thinks. Andrew's degree of being evasive will NOT hinder performance.	1.5			