

REPORT FOR

Aerin Go

DATE OF COMPLETION

23/10/2019

RELIABILITY - 91.4%

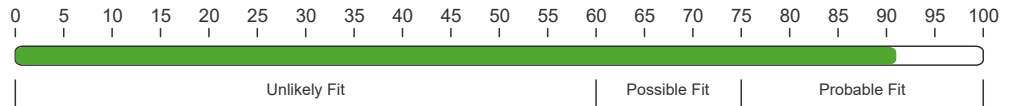
Answers were very likely accurate and truthful

ORGANISATION

Tribero Limited

Overall Score

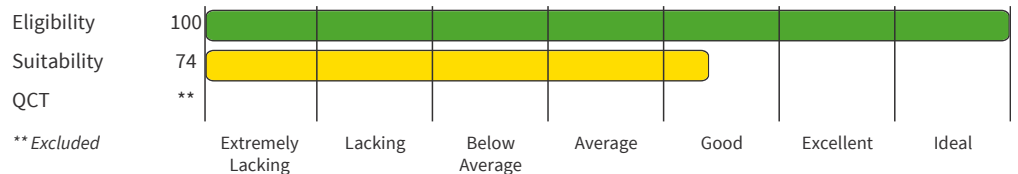
The overall score takes into account all the assessment types you have selected for this job. Each assessment type is then weighted as shown in the Assessment Weighting section. The weighting for the assessment types are used to calculate the Overall Percentage Job Fit.

Overall Percentage of Job Fit = 91%

Assessment Weighting

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

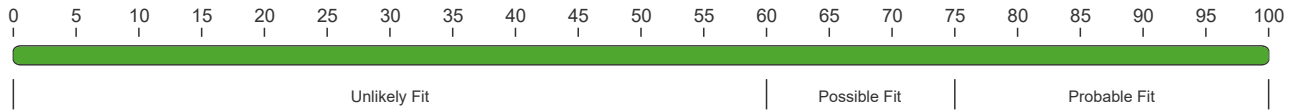
Suitability (33%): Your selected weighting for this assessment is 33%. This suitability assessment includes attitudes, motivations, task preferences, interests, and work environment preferences that relate to success for this job. The factors included in this template are based on Harrison Assessments success research regarding suitability success factors for this job.

QCT (27%): Your selected weighting for this assessment is 27%. (QCT) measures the ability of an individual to combine logic with numerical reasoning and verbal reasoning to solve problems and make decisions.

Assessment Scores


Eligibility

Overall Percentage of Eligibility Fit = 100%



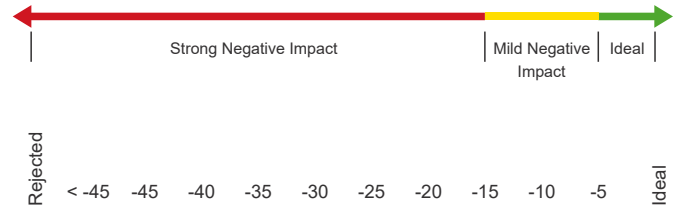
This section includes prior experience, education and skills that you have selected for this job. The score below each factor shows the answer that the applicant chose or the adjusted answer from the interview (if the interview has occurred).

The ball is always inside a bar graph, which indicates the potential range of impact that the factor can have on performance. Note that the bar graph can have a different length for each factor. The lengths and positions of the bars are determined by the weightings that have been given to each factor in the Job Success Formula setup.

Eligibility Factors (Requirement)	← Strong Negative Impact Mild Negative Impact Ideal →											
	Rejected	< -45	-45	-40	-35	-30	-25	-20	-15	-10	-5	Ideal
Administrative Secretary with Software Skills Primary factor: How many years of experience do you have working as a full-time Administrative Secretary with Software Skills? Aerin's Answer: 4 years Interviewer's Answer: 4 years												
1 year full-time education or formal training: Do you have at least 1 year of full-time education or formal training that would directly apply to the job of Administrative Secretary with Software Skills? Aerin's Answer: Yes Interviewer's Answer: Yes												
2 years full-time education or formal training: Do you have at least 2 years of full-time education or formal training that would directly apply to the job of Administrative Secretary with Software Skills? Aerin's Answer: Yes Interviewer's Answer: Yes												
Bachelor's degree: Do you have a Bachelor's degree that would directly apply to the job of Administrative Secretary with Software Skills? Aerin's Answer: Yes Interviewer's Answer: Yes												
Permission to Work in Country of Job: Do you currently possess official permission to work in the country in which this job is located? Aerin's Answer: Yes Interviewer's Answer: Yes												
Recent Job Hopping Rate: How many companies have you worked for as a full-time employee during the past 3 years? Aerin's Answer: I have worked for 1 company, as an employee, in the past 3 years Interviewer's Answer: I have worked for 1 company, as an employee, in the past 3 years												

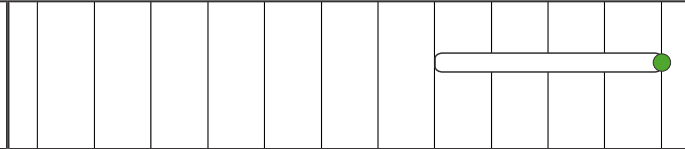
Eligibility

Eligibility Factors (Requirement)


Experience Relevance:

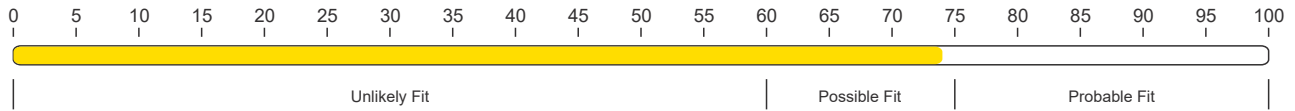
On a scale of 1-10 how relevant do you think this applicant's experience is to the job?

Interviewer's Answer: 10 (extremely relevant)



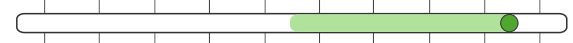
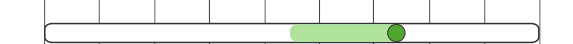
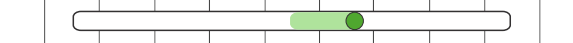
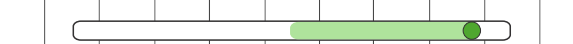
Harrison Assessments Suitability

Overall Percentage of Suitability Fit = 74%



This section includes work preferences and tendencies that you have selected for this job. The score to the right of each factor shows the score as calculated for each trait.

The green, yellow or red ball in each graph indicates the degree of positive (green) or negative (yellow and red) impact that the factor is predicted to have on job performance. The ball is always inside a bar graph, which indicates the potential range of impact that the factor can have on performance. Note that the bar graph can have a different length for each factor. The lengths and positions of the bars are determined by the weightings that have been given to each trait in the Job Success Formula setup.

Essential traits <i>(in order of importance)</i>	Negative Impact < > Positive Impact											
	Aerin's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Organised: <i>The tendency to place and maintain order in an environment or situation</i> Narrative: Aerin tends to be extremely well organised. Aerin's degree of being organised will probably have a very positive impact on job satisfaction and/or performance.	9.5											
Takes Initiative: <i>The tendency to perceive what is necessary to be accomplished and to proceed on one's own</i> Narrative: Aerin 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. Aerin's degree of initiative will probably have a somewhat positive impact on job satisfaction and/or performance.	8.5											
Clerical: <i>The enjoyment of tasks such as typing or filing or organising information</i> Narrative: Aerin enjoys clerical work. Aerin's degree of enjoyment of clerical work will probably have a slightly positive impact on job satisfaction and/or performance.	8.1											
Precise: <i>The enjoyment of work that requires being exact and the tendency to be detail oriented</i> Narrative: Aerin greatly enjoys precision tasks and tends to be extremely precise and attentive to detail. Aerin's degree of being exact will probably have a positive impact on job satisfaction and/or performance.	9.6											

Harrison Assessments Suitability

Essential traits <i>(in order of importance)</i>		Negative Impact < > Positive Impact											
		Aerin's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Writing / language: <i>The interest in work that involves formulating words to convey meaning (i.e., journalism or translator)</i> Narrative: Aerin has little interest in writing or language. Aerin's level of interest in writing or language will probably have a negative impact on job satisfaction and/or performance.		4.0											
Desirable traits <i>(in order of importance)</i>		Negative Impact <											
		Aerin's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact					
Analytical: <i>The tendency to logically examine facts and situations (not necessarily analytical ability)</i> Narrative: Aerin may only moderately enjoy analysing problems and decisions. Aerin's degree of enjoyment of analysing problems is sufficient for this job.		5.0											
Computers: <i>The enjoyment of working with electronic machines that calculate, store, or analyse information</i> Narrative: Aerin moderately enjoys working with computers. Aerin's degree of enjoyment of working with computers is sufficient for this job.		5.8											
Pressure Tolerance: <i>The level of comfort related to working under deadlines and busy schedules</i> Narrative: Aerin is reasonably likely to work well under the pressure of deadlines and tight schedules. Aerin's degree of tolerance of pressure is sufficient for this job.		7.1											
Optimistic: <i>The tendency to believe the future will be positive</i> Narrative: Aerin may tend to be very pessimistic or cynical. This is likely to hinder the morale of staff and co-workers. Aerin's degree of optimism will probably have a somewhat negative impact on job satisfaction and/or performance.		2.0											
Wants Challenge: <i>The willingness to attempt difficult tasks or goals</i> Narrative: Aerin is somewhat motivated by challenging tasks or projects. Aerin's degree of drive to achieve challenging objectives is sufficient for this job.		6.7											

Harrison Assessments Suitability

Desirable traits <i>(in order of importance)</i>	Negative Impact <						
	Aerin's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
Self-Acceptance: <i>The tendency to like oneself ("I'm O.K. the way I am")</i> Narrative: Aerin is very lacking in self-acceptance. This limited self-regard may interfere with positive interactions with subordinates, co-workers or clients. Aerin's degree of self-acceptance will probably have a slightly negative impact on job satisfaction and/or performance.	2.3						
Warmth / empathy: <i>The tendency to express positive feelings and affinity towards others</i> Narrative: Aerin frequently expresses warmth and empathy. Aerin's degree of expressing warmth and empathy is sufficient for this job.	9.8						
Collaborative: <i>The tendency to collaborate with others when making decisions</i> Narrative: Aerin greatly enjoys collaboration and is probably extremely willing to collaborate with others with regard to making important decisions. Aerin's degree of enjoyment from collaborating is sufficient for this job.	9.5						
Diplomatic: <i>The tendency to state things in a tactful manner</i> Narrative: Aerin is quite capable of being tactful and usually tends to state things in a diplomatic manner. Aerin's degree of diplomacy is sufficient for this job.	8.3						
Enthusiastic: <i>The tendency to be eager and excited toward one's own goals</i> Narrative: Aerin tends to be only moderately enthusiastic about his/her goals. His/Her goals may lack a little clarity. Aerin's degree of enthusiasm for his/her goals is sufficient for this job.	5.2						
Helpful: <i>The tendency to respond to others' needs and assist or support others to achieve their goals</i> Narrative: Aerin tends to be very helpful and conscious of others' needs. Aerin's degree of helpfulness is sufficient for this job.	8.9						
Tolerance Of Structure: <i>The tolerance of following rules, schedules, and procedures created by someone else</i> Narrative: Aerin is extremely willing to follow closely defined rules, procedures, and schedules, and he/she strongly desires such structure. Aerin's degree of tolerance of structure is sufficient for this job.	9.6						

Harrison Assessments Suitability

Desirable traits <i>(in order of importance)</i>		Negative Impact <						
		Aerin's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
Manages Stress Well: <i>The tendency to deal effectively with strain and difficulty when it occurs</i> Narrative: Aerin may sometimes have some difficulty managing stress. Aerin's level of ability to manage stress is sufficient.		2.9						
Systematic: <i>The enjoyment of tasks that require carefully or methodically thinking through steps</i> Narrative: Aerin generally enjoys work that requires being systematic and tends to be fairly systematic. Aerin's degree of being systematic is sufficient for this job.		7.2						
Traits to avoid <i>(in order of importance)</i>		Negative Impact <						
		Aerin's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
Defensive: <i>The tendency to be self-accepting without sufficiently intending to improve</i> Narrative: Aerin probably does not have a significant degree of defensiveness. Aerin's degree of defensiveness will NOT hinder performance.		0.0						
Dogmatic: <i>The tendency to be certain of opinions without sufficiently being open to different ideas</i> Narrative: Aerin probably does not have a significant degree of being dogmatic. Aerin's degree of being dogmatic will NOT hinder performance.		1.4						
Fast But Imprecise: <i>The tendency to work quickly without sufficient attention to detail or accuracy</i> Narrative: Aerin probably does not have a significant degree of being fast but imprecise. Aerin's degree of being fast but imprecise will NOT hinder performance.		0.0						
Precise But Slow: <i>The tendency to be exact or precise without being sufficiently productive</i> Narrative: Aerin probably has a slight tendency to focus on details to the extent of slowing productivity. Aerin's degree of being precise but slow will NOT hinder performance.		2.8						

Harrison Assessments Suitability

Traits to avoid <i>(in order of importance)</i>	Negative Impact <						
	Aerin's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
Blunt: <i>The tendency to be frank or direct without being sufficiently tactful or diplomatic</i> Narrative: Aerin probably does not have a significant degree of being blunt. Aerin's degree of being blunt will NOT hinder performance.	0.3						
Harsh: <i>The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic</i> Narrative: Aerin probably does not have a significant tendency to be harsh or overly strict. Aerin's degree of harshness will NOT hinder performance.	0.0						
Rebellious Autonomy: <i>The tendency to seek freedom from authority without taking sufficient and appropriate initiative</i> Narrative: Aerin probably does not have a significant degree of rebellious autonomy. Aerin's degree of rebellious autonomy will NOT hinder performance.	0.8						