

REPORT FOR
 Andrew Jones

DATE OF COMPLETION
 19/04/2019

RELIABILITY - 99.2%
 Answers were very likely accurate and truthful

ORGANISATION
 3P

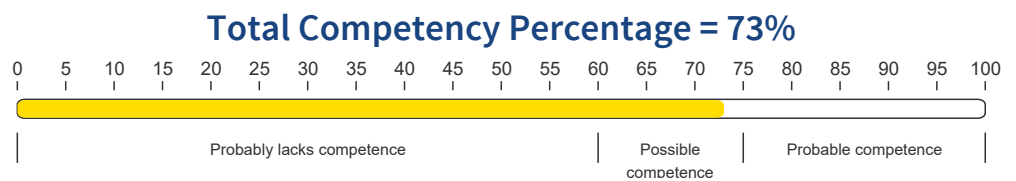
VIEW INSTRUCTIONAL VIDEO
public.harrisonassessments.com/BCvideo/Overview_en_US.html


Emerging Leader Overview

This report identifies the specific factors related to Emerging Leader Overview and shows how the employee's score for each related factor impacts success for this behavioural competency.

Overall Score

Andrew scores 73 on Emerging Leader Overview which indicates Andrew probably has a moderate gap between his behaviour and the requirements for this competency which indicates a potential for improvement.



Competencies <i>(in order of importance)</i>	Andrew's Score	Negative Impact < > Positive Impact												
		Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong		
Communication: <i>Promotes clear understandings, presents clear ideas, speaks up regarding concerns, listens effectively, provides timely and helpful information, and takes responsibility to confirm that communications are received.</i>	6.4						●							
Energizing People: <i>Motivates others to achieve goals, articulates a common vision, engages team members, relates openly, and empowers others to achieve.</i>	7.9						●							
Learning Agility: <i>Gains knowledge from experiences, successes, and mistakes, and applies that knowledge to new situations or responsibilities.</i>	6.9						●							
Problem Solving: <i>Is perceptive and logical when identifying problems, finds the source or cause of problems, and thinks through potential difficulties of the solution steps.</i>	6.4						●							

Competencies <i>(in order of importance)</i>	Andrew's Score	Negative Impact < > Positive Impact																			
		Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong									
Resilience and Perseverance: <i>Persists in the face of adversity, obstacles, or setbacks including effectively managing a crisis and quickly adapting to change.</i>	8.2																				
Achievement Orientation: <i>Consistently achieves objectives, accepts difficult challenges, seizes opportunities, and has a high level of energy and enthusiasm.</i>	6.9																				
Impact and Influence: <i>Influences others to achieve goals, enlists their cooperation, appeals to their interests, builds trust, and negotiates mutually beneficial and sustainable agreements.</i>	7.8																				
Innovation: <i>Experiments with different ways to improve processes, efficiency, and/or effectiveness while maintaining focus on the desired objective or result.</i>	7.6																				
Leading People: <i>Takes responsibility to achieve the organization's mission, provides clear direction, promotes team participation and cooperation, and accepts decision-making authority.</i>	6.9																				
Strategic Thinking: <i>Creates effective strategies and long-term plans that seize opportunities, anticipates emerging issues and risks, draws from previous experiences, explores industry information, and collaborates with the right individuals.</i>	2.6																				