

REPORT FOR

Andrew Jones

DATE OF COMPLETION

05/05/2015

RELIABILITY - 99.2%

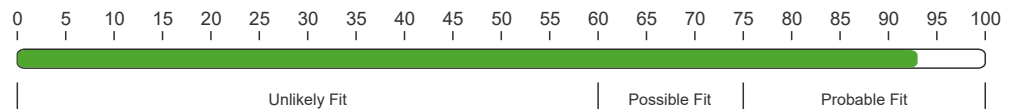
Answers were very likely accurate and truthful

ORGANISATION

3P


Overall Score

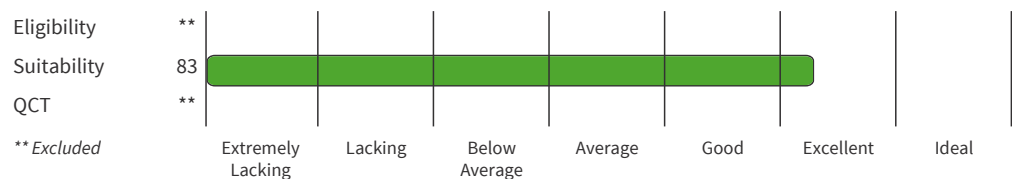
The overall score takes into account all the assessment types you have selected for this job. Each assessment type is then weighted as shown in the Assessment Weighting section. The weighting for the assessment types are used to calculate the Overall Percentage Job Fit.

Overall Percentage of Job Fit = 93%

Assessment Weighting

Eligibility (50%): Your selected weighting for this assessment is 50%. This assessment includes prior experience, education, and abilities, which you have selected for recruitment for this job.

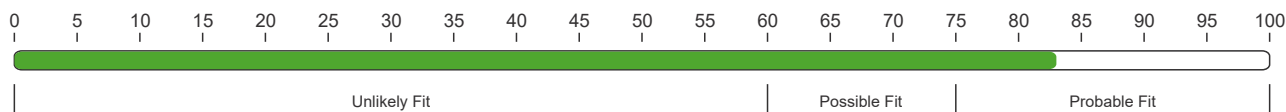
Suitability (30%): Your selected weighting for this assessment is 30%. This suitability assessment includes attitudes, motivations, task preferences, interests, and work environment preferences that relate to success for this job. The factors included in this template are based on Harrison Assessments success research regarding suitability success factors for this job.

QCT (20%): Your selected weighting for this assessment is 20%. (QCT) measures the ability of an individual to combine logic with numerical reasoning and verbal reasoning to solve problems and make decisions.

Assessment Scores


Harrison Assessments Suitability

Overall Percentage of Suitability Fit = 83%



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 or red ball in each graph indicates the degree of positive (green) or negative (red) impact that the trait is predicted to have on job performance. The ball is always inside a bar graph, which indicates the potential range of impact that the trait 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		Negative Impact < > Positive Impact											
(in order of importance)	Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong	
Selling: <i>The interest in convincing or influencing others to purchase a product or service</i> Narrative: Andrew is only moderately interested in any aspect of selling. Andrew's level of interest in some aspects of selling will probably have a somewhat negative impact on job satisfaction and/or performance.	5.0												
Takes Initiative: <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/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. Andrew's degree of initiative will probably have a somewhat positive impact on job satisfaction and/or performance.	8.7												
Optimistic: <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												
Persistent: <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 will probably have a slightly positive impact on job satisfaction and/or performance.	8.6												

Harrison Assessments Suitability

Essential traits

(in order of importance)

Negative Impact < > Positive Impact

	Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial	Strong	Very strong
Influencing: <i>The tendency to try to persuade others</i> Narrative: Andrew very often engages in persuading and influencing others. Assuming he/she has the right balance of other interpersonal traits, Andrew is likely to be skilful in expressing his/her ideas to staff, co-workers, and/or clients. Andrew's degree of enjoyment of influencing will probably have a slightly positive impact on job satisfaction and/or performance.	8.1											
Wants Challenge: <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/Her 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											
Analytical: <i>The tendency to logically examine facts and situations (not necessarily analytical ability)</i> Narrative: Andrew tends to analyse problems and decisions and enjoys it. Andrew's degree of enjoyment of analysing problems is sufficient for this job.	7.5											
Enthusiastic: <i>The tendency to be eager and excited toward one's own goals</i> Narrative: Andrew tends to be quite enthusiastic about his/her goals. If Andrew's goals are in alignment with the organisation's objectives, he/she will probably have a drive to achieve those objectives. Andrew's degree of enthusiasm for his/her goals will probably have a slightly positive impact on job satisfaction and/or performance.	8.2											
Finance / business: <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.	7.0											
Outgoing: <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 enjoyment of new people will probably have a slightly positive impact on job satisfaction and/or performance.	9.2											

Harrison Assessments Suitability

Essential traits		Negative Impact < > Positive Impact									
(in order of importance)		Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact	Slight	Moderate	Substantial
Psychology: <i>The interest in human mental functions including mannerisms, actions, attitudes, and abilities</i> Narrative: Andrew is extremely interested in psychology. Andrew's interest in some aspects of psychology will probably have a somewhat positive impact on job satisfaction and/or performance.		10.0									
Desirable traits		Negative Impact <									
(in order of importance)		Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact			
Diplomatic: <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									
Pressure Tolerance: <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									
Self-acceptance: <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									
Self-improvement: <i>The tendency to attempt to develop or better oneself</i> Narrative: Andrew has an intention to improve himself/herself. Andrew's degree of interest in self-improvement is sufficient for this job.		6.6									
Analyses Pitfalls: <i>The tendency to scrutinise potential difficulties related to a plan or strategy</i> Narrative: Andrew usually does not enjoy analysing the potential difficulties of plans and strategies and may sometimes neglect to do so. Therefore, it would be best if he/she were to receive other input before making important strategic decisions Andrew's degree of enjoyment of analysing potential difficulties is sufficient.		3.8									

Harrison Assessments Suitability

Desirable traits

(in order of importance)

Negative Impact <

	Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Collaborative: <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						
Computers: <i>The enjoyment of working with electronic machines that calculate, store, or analyse information</i> Narrative: Andrew generally enjoys working with computers. Andrew's degree of enjoyment of working with computers is sufficient for this job.	6.6						
Organised: <i>The tendency to place and maintain order in an environment or situation</i> Narrative: Andrew probably prefers not to do much organising. He/She may do the minimum amount of organising necessary and may occasionally lose efficiency. Andrew's degree of being organised is sufficient for this job.	3.9						
Research / learning: <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/her work. Andrew's degree of enjoyment of researching and learning new information will probably have a slightly negative impact on job satisfaction and/or performance.	3.4						
Planning: <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						
Writing / language: <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 somewhat negative impact on job satisfaction and/or performance.	2.0						
Artistic: <i>The enjoyment of making things look beautiful or attractive</i> Narrative: Andrew only moderately enjoys doing artistic tasks. Andrew's degree of enjoyment of artistic tasks is sufficient for this job.	5.4						

Harrison Assessments Suitability

Desirable traits		Negative Impact <					
(in order of importance)	Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	no impact
Driving: <i>The enjoyment of operating a motor vehicle</i> Narrative: Andrew usually prefers not to have to drive a vehicle while working. Andrew's degree of enjoyment of driving a vehicle is sufficient for this job.	4.0						
Manages Stress Well: <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						
Teaching: <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						
Traits to avoid		Negative Impact <					
(in order of importance)	Andrew'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: Andrew probably does not have a significant degree of defensiveness. Andrew's degree of defensiveness will NOT hinder performance.	0.3						
Blunt: <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						
Dogmatic: <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						