

Report for
ID: DEMO1

Date of completion 04/19/2019



Behavioral Competency Analysis



This introduction enables you to better understand how to get the most from your Harrison Reports.

Your Role, Interactions, and Current Issues

Before reviewing your Harrison Reports, reflect on the following and write down some brief answers:

Your Role: What are your key responsibilities? (For example: Managing others' performance, formulating strategies, innovating, implementing, or selling).

Your Interactions: What types of interactions do you have with others? (For example: brainstorming, holding others' accountable, influencing ideas, making collaborative decisions, providing clarity around objectives or priorities, or responding to others' needs).

Current Issues: Which of your responsibilities do you think are going well? What aspects of your job do you find most challenging? What do you want to improve?

The above issues provide a context for better understanding your reports.

What Harrison Measures

Harrison measures behavioral tendencies, interests, and preferences. We don't put people in boxes with labels like general personality assessments do. The purpose is to help you navigate your career by identifying your key strengths, best roles, and potential derailers.

Enjoyment Performance Theory - The first of two Harrison Theories



When we enjoy a task or behavior, we tend to do it more often and get better at it.

This elicits positive feedback or a sense of satisfaction, reinforcing our enjoyment and tendency. The cycle repeats.

When we don't enjoy a task or behavior, we tend to avoid it and we don't get better at it.

This elicits negative feedback or a sense of dissatisfaction, reinforcing our dislike to be an avoidance. The cycle repeats.

Focus on Trait Definitions

Trait names appearing on the reports have a definition next to it. Focus on the definition because the meaning can often be misinterpreted. What is measured is the definition, not the trait name. For example, Harrison's definition for Assertive is "the tendency to put forth one's own wants and needs". It does not mean being pushy or aggressive.

REPORT FOR

ID: DEMO1

DATE OF COMPLETION

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RELIABILITY - 99.2%

Answers were very likely accurate and truthful

ORGANIZATION

Comfort Career Connections

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


Self-employed

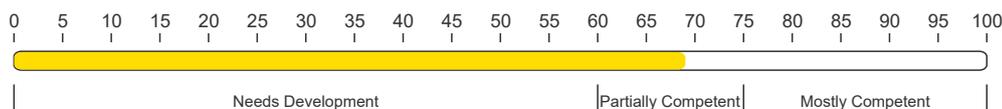
The tendency to be effective when self-employed (does not necessarily indicate sufficient business-related knowledge)

This report identifies the specific factors related to Self-employed and shows how the employee's score for each related factor impacts success for this behavioral competency.

Overall Score

ID: DEMO1 scores 69 on Self-employed which indicates ID: DEMO1 probably has a moderate gap between his behavior and the requirements for this competency which indicates a potential for improvement.

Total Competency Percentage = 69%



Essential traits

(in order of importance)

Negative Impact < > Positive Impact

	ID: DEMO1's Score																			
		Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong								
Authoritative: <i>The desire for decision-making authority and the willingness to accept decision-making responsibility</i> Narrative: ID: DEMO1 has a strong desire to have decision-making authority and is very willing to accept responsibility. This will probably have a slightly positive impact on this behavioral competency.	8.6																			
Takes Initiative: <i>The tendency to perceive what is necessary to be accomplished and to proceed on one's own</i> Narrative: ID: DEMO1 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. This will probably have a somewhat positive impact on this behavioral competency.	8.7																			
Wants Autonomy: <i>The desire to have freedom or independence from authority</i> Narrative: ID: DEMO1 has an extremely strong desire for autonomy. This will probably have a positive impact on this behavioral competency.	9.6																			

Essential traits <i>(in order of importance)</i>	ID: DEMO1's Score	Negative Impact < > Positive Impact																		
		Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong								
Wants Challenge: <i>The willingness to attempt difficult tasks or goals</i> Narrative: ID: DEMO1 is very motivated by challenging tasks or projects and needs challenging work. ID: DEMO1 strongly prefers an employer who is able to offer challenging work. His strong drive for achievement will probably be a good example for others. This will probably have a somewhat positive impact on this behavioral competency.	9.4																			
Enthusiastic: <i>The tendency to be eager and excited toward one's own goals</i> Narrative: ID: DEMO1 tends to be quite enthusiastic about his goals. If ID: DEMO1's goals are in alignment with the organization's objectives, he will probably have a drive to achieve those objectives. This will probably have a somewhat positive impact on this behavioral competency.	8.2																			
Organized: <i>The tendency to place and maintain order in an environment or situation</i> Narrative: ID: DEMO1 probably prefers not to do much organizing. He may do the minimum amount of organizing necessary and may occasionally lose efficiency. This will probably have a somewhat negative impact on this behavioral competency.	3.9																			
Persistent: <i>The tendency to be tenacious despite encountering significant obstacles</i> Narrative: ID: DEMO1 is very determined and perseveres with a task despite many obstacles. This will probably have a somewhat positive impact on this behavioral competency.	8.6																			
Analytical: <i>The tendency to logically examine facts and situations (not necessarily analytical ability)</i> Narrative: ID: DEMO1 tends to analyze problems and decisions and enjoys it. This will probably be sufficient for this behavioral competency.	7.5																			

Traits to avoid <i>(in order of importance)</i>	ID: DEMO1's Score	Negative Impact <					
		Very strong	Strong	Substantial	Moderate	Slight	No impact
Blindly Optimistic: <i>The tendency to focus on the possible benefits of a plan or strategy without sufficiently analyzing the potential difficulties or pitfalls</i> Narrative: ID: DEMO1 probably has a strong tendency to look at the potential benefits of a plan or strategy without sufficiently analyzing the potential difficulties. ID: DEMO1 may cause difficulties as a result of being blindly optimistic unless others are consulted related to important decisions. This will probably have a negative impact on this behavioral competency.	5.7						
Impulsive: <i>The tendency to take risks without sufficient analysis of the potential difficulties</i> Narrative: ID: DEMO1 probably has a tendency to take risks without sufficiently analyzing the potential problems. ID: DEMO1 may cause difficulties by taking unwise or unnecessary risks unless others are involved with key decisions. This will probably have a negative impact on this behavioral competency.	5.4						

