

Report for  
**ID: DEMO1**

Date of completion 04/19/2021



Behavioral Competency Analysis





This introduction enables you to better understand how to get the most from your Harrison Reports. The highlighted items are key terms and phrases.

## 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 ways to further your success**.

## Enjoyment Performance Theory



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, which reinforces 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.

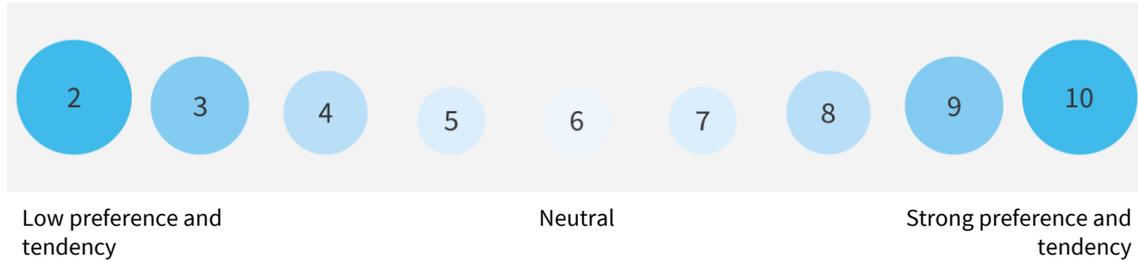
This elicits negative feedback or a sense of dissatisfaction, which reinforces dislike and avoidance. The cycle repeats.

## 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.

## The Harrison Measurement Scale

Traits are measured on a 2 to 10 scale with your strongest preference and tendency being 10 and your lowest preference and tendency being 2. A score of 6 is the midpoint in which you neither like or dislike that factor. The intensity of the preference/tendency starts from 6 (the midpoint) and accelerates in both directions. A score above 9 indicates an extremely strong preference/tendency and a score below 3 indicates an extremely strong preference not to do it.



## Reliability

How do we know your answers on the questionnaire are reliable? The Harrison technology compares your answers to determine reliability. Your reliability percentage is 99.2 indicating that your answers were truthful, self-aware, and you were paying attention.

## Highlighted Traits Relate to Your Job

On some reports, factors have highlights indicating a specific job was selected when running the report. If the trait has a green highlight, a high score (the higher the better) is likely to contribute to job satisfaction and success for that job. If the trait has a blue highlight, a lack of that trait (a score of less than 5) could hinder your satisfaction and success for that job.

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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/Summary\\_Overview\\_en\\_US.html](http://public.harrisonassessments.com/BCvideo/Summary_Overview_en_US.html)

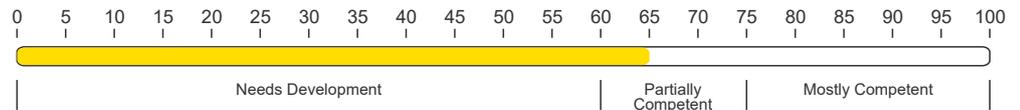

## Collaboration and Team Summary Overview

This overview shows how the employee scores for each behavioral competency within the Collaboration and Team set.

**Overall Score**

ID: DEMO1 scores 65 against the Collaboration and Team competency set. This indicates a need for development for some of the competencies below.

### Total Competency Percentage = 65%



Competencies (in order of importance)		Importance	Score	0	5	10	15	20	25	30	35	40	45	50	55	60	65	70	75	80	85	90	95	100		
				Needs Development												Partially Competent		Mostly Competent								
<b>Collaborative Intention:</b> <i>The aim is to establish mutual benefits and long-term relationships by taking an interest in other points of view, welcoming feedback and responding non-defensively without shaming or blaming others.</i>	Extremely Essential	68%																								
<b>Openness:</b> <i>The tendency to inspire open communication by speaking with self-awareness and honesty as well as encouraging others to do the same. This also includes being a good listener and striving to create an environment where individuals feel safe enough to raise difficult issues.</i>	Extremely Essential	68%																								
<b>Self-Accountability:</b> <i>The tendency to take responsibility to understand one's choices and then make conscious choices. This includes being accountable for the results of one's own actions or inactions rather than blaming others.</i>	Extremely Essential	55%																								
<b>Self-Awareness and Awareness of Others:</b> <i>The ability to be self-reflective, the commitment to knowing oneself deeply, and the desire to understand the concerns, intentions, and motivations of others including the culture and context of their circumstances.</i>	Extremely Essential	75%																								

Competencies				0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100									
<i>(in order of importance)</i>		Importance	Score	Needs Development   Partially Competent   Mostly Competent									
<b>Negotiating and Problem-Solving:</b> <i>The tendency to skillfully resolve conflicts in a manner that promotes a cooperative atmosphere and positive relationships. This includes finding solutions that as much as possible meet the interests of all the participants.</i>	Extremely Essential	59%											