

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.

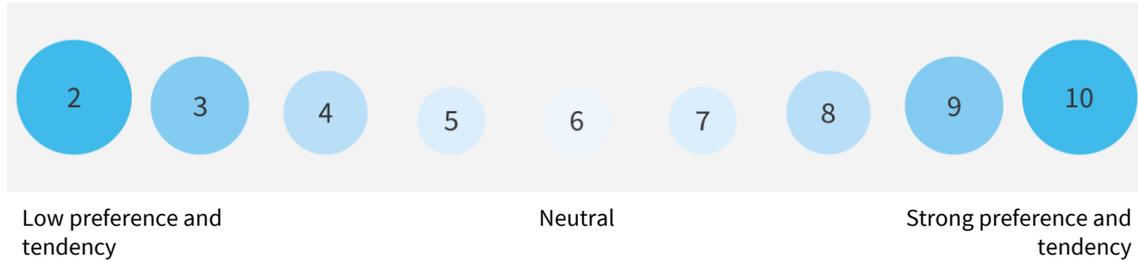
This elicits negative feedback or a sense of dissatisfaction, which reinforces dislike and avoidance. The cycle repeats.

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

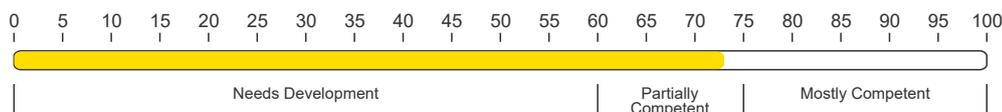
VIEW INSTRUCTIONAL VIDEO
public.harrisonassessments.com/BCvideo/Summary_Overview_en_US.html

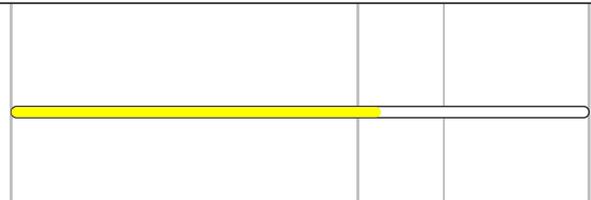
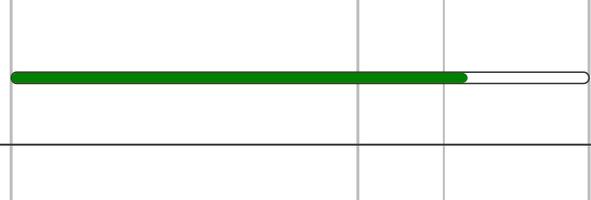
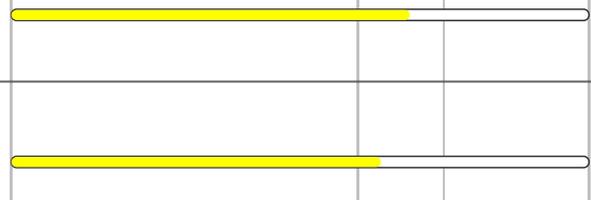
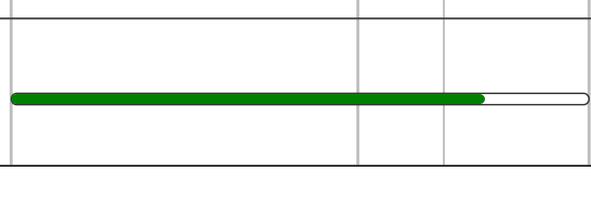

Emerging Leader Summary Overview

This overview shows how the employee scores for each behavioral competency within the Emerging Leader set.

Overall Score

ID: DEMO1 scores 73 against the Emerging Leader competency set. This indicates a need for development for some of the competencies below.

Total Competency Percentage = 73%


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	
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>	Very Essential	64%				
Energizing People: <i>Motivates others to achieve goals, articulates a common vision, engages team members, relates openly, and empowers others to achieve.</i>	Very Essential	79%				
Learning Agility: <i>Gains knowledge from experiences, successes, and mistakes, and applies that knowledge to new situations or responsibilities.</i>	Very Essential	69%				
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>	Very Essential	64%				
Resilience and Perseverance: <i>Persists in the face of adversity, obstacles, or setbacks including effectively managing a crisis and quickly adapting to change.</i>	Very Essential	82%				

Competencies <i>(in order of importance)</i>		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		
Achievement Orientation: <i>Consistently achieves objectives, accepts difficult challenges, seizes opportunities, and has a high level of energy and enthusiasm.</i>		Essential	69%										
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>		Essential	78%										
Innovation: <i>Experiments with different ways to improve processes, efficiency, and/or effectiveness while maintaining focus on the desired objective or result.</i>		Essential	76%										
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>		Essential	69%										
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>		Essential	26%										