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.

2 3 4 5 6 7 8 9 10

Low preference and tendency   Neutral   Strong preference and tendency
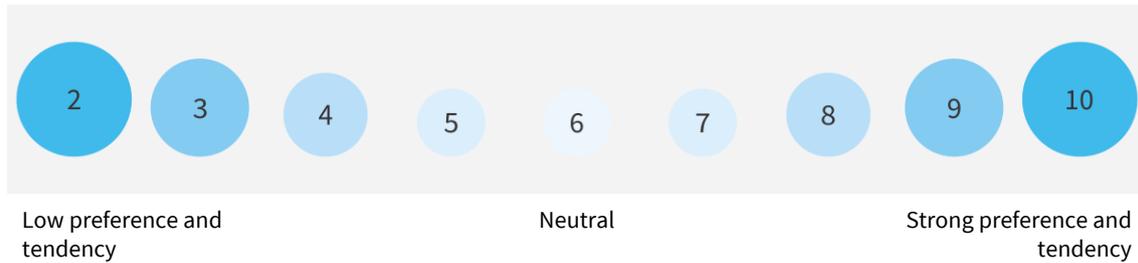
Reliability

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.

HARRISON assessments

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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
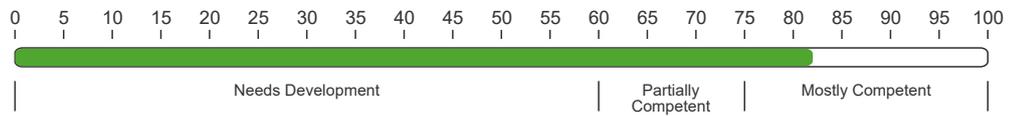
Comfort Career Connections

Remote Work Summary Overview

This overview shows how the employee scores for each behavioral competency within the Remote Work set.

Overall Score

ID: DEMO1 scores 82 against the Remote Work competency set. This indicates that he/she is mostly competent for the Remote Work competency set. However, development in some areas would be beneficial to further success.

Total Competency Percentage = 82%

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

Competencies
(in order of importance)

Competency	Importance	Score	0 ... 100 (Needs Development / Partially Competent / Mostly Competent)
Remote Productivity: Stays focused and productive while working remotely. Effectively works autonomously by taking initiative and persisting despite potential distractions. Keeps organized and focused on goals. Has a positive attitude and seeks self-improvement.	Extremely Essential	85%	
Remote Communication: Takes the initiative to communicate and collaborate to improve efficiency. Has a positive attitude and listens with an open mind. Doesn't take things personally and is receptive to feedback. Seeks to ensure their communications are received by being straightforward while also being respectful. Communicates clearly and logically while also being sensitive to others.	Extremely Essential	79%	