

Report for
Rich Davis

Date of completion 02/06/2015



Career Enjoyment 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 ways to further your success.

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.

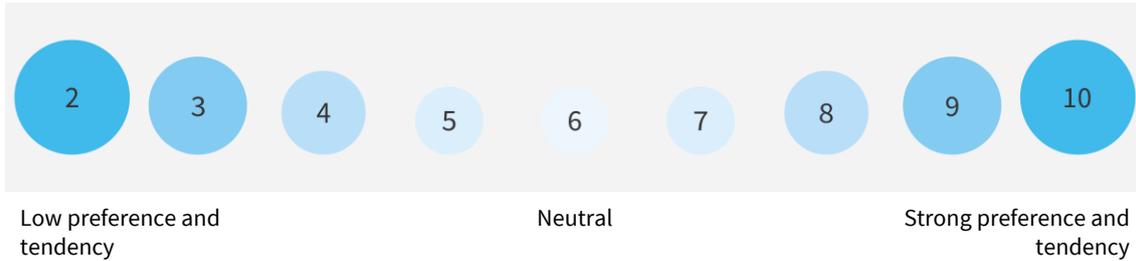
This elicits negative feedback or a sense of dissatisfaction, reinforcing our dislike to be an avoidance. The cycle repeats.

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.

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

Each questionnaire result has a reliability percentage, which is displayed in the upper left on the first page of each report. Eighty percent or greater indicates your answers were truthful, self-aware, and you were paying attention. Your reliability percentage is 90.8.

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.

REPORT FOR

Rich Davis

DATE OF COMPLETION

02/06/2015

RELIABILITY - 90.8%

Answers were very likely accurate and truthful

ORGANIZATION

Comfort Career Connections

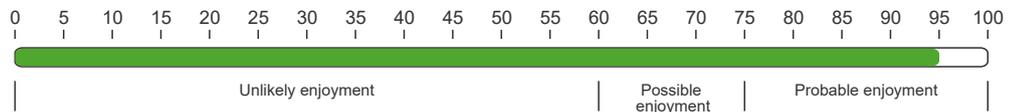


Welcome to Career Enjoyment Analysis

This report compares your preferences and interests to the tasks and interests related to work satisfaction and success for typical jobs within the career called Career Counselor. Keep in mind that while there is a good general reflection of the career, there may be specific jobs under this career name which emphasize somewhat different tasks and interests, and thus your score is not necessarily reflective of all jobs within this career title.

This report is divided into three sections: Key factors related to your enjoyment, Lesser Factors which could hinder your enjoyment, and Potential derailers.

Overall percentage of enjoyment = 95%



Summary of this career

Advise youth to assist them in developing their educational and vocational objectives, as well as helping them understand and overcome personal and social problems. Collect and evaluate information about youths' abilities, interests and personality characteristics, using records, tests and interviews. Compile and study occupational, educational and economic information to assist youth in making and carrying out vocational and educational objectives.

Possible educational requirements

- 2 years of college or 18-36 months of training
- Bachelor's Degree
- Master's Degree

Areas of knowledge

EDUCATION AND TRAINING

Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects

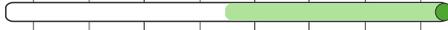
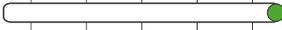
PSYCHOLOGY

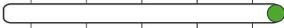
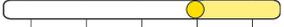
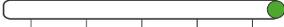
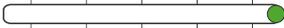
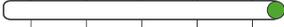
Knowledge of human behavior and performance; individual differences in ability, personality and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders

THERAPY AND COUNSELING

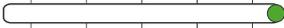
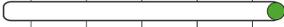
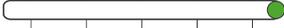
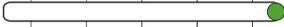
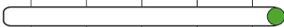
Knowledge of principles, methods, and procedures for diagnosis, treatment and rehabilitation of mental dysfunctions, family dysfunctions, or career guidance

Key factors related to your enjoyment <i>These factors relate to areas in which a strong interest or enjoyment level is likely to help your enjoyment and success in this career, and a low level of interest or enjoyment is likely to hinder your enjoyment and success.</i>	Your Score	Strongly dislike	Dislike	Somewhat dislike	Occasionally enjoys	Moderate enjoyment	Some enjoyment	Substantial enjoyment	Strong enjoyment	Very strong enjoyment	
Analytical: <i>The tendency to logically examine facts and situations (not necessarily analytical ability)</i> Narrative: You tend to analyze difficulties, facts, and situations and enjoy it. Your degree of analysis is sufficient.	7.6										
Psychology: <i>The interest in human mental functions including mannerisms, actions, attitudes, and abilities</i> Narrative: You are extremely interested in psychology. Your interest in some aspects of psychology will probably have a substantial positive impact on job satisfaction and/or performance.	10.0										
Cause Motivated: <i>The tendency to be motivated to help society</i> Narrative: Undertaking work that benefits others/society is extremely important to you. Find out what your causes are in order to determine if they are consistent with the causes related to this position. Your cause orientation will probably have a moderate positive impact on job satisfaction and/or performance.	9.5										
Helpful: <i>The tendency to respond to others' needs and assist or support others to achieve their goals</i> Narrative: You tend to be extremely helpful and conscious of others' needs. Your helpfulness will probably have a moderate positive impact on job satisfaction and/or performance.	9.7										
Takes Initiative: <i>The tendency to perceive what is necessary to be accomplished and to proceed on one's own</i> Narrative: You very often tend to take initiative. This initiative will help you 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. Your initiative will probably have a moderate positive impact on job satisfaction and/or performance.	9.3										
Optimistic: <i>The tendency to believe the future will be positive</i> Narrative: You tend to be very optimistic and cheerful. Your positive attitude will be very beneficial when dealing with subordinates, co-workers, or clients. Your positive attitude will probably have a moderate positive impact on job satisfaction and/or performance.	9.1										

<h2>Key factors related to your enjoyment</h2> <p><i>These factors relate to areas in which a strong interest or enjoyment level is likely to help your enjoyment and success in this career, and a low level of interest or enjoyment is likely to hinder your enjoyment and success.</i></p>	Your Score	Strongly dislike	Dislike	Somewhat dislike	Occasionally enjoys	Moderate enjoyment	Some enjoyment	Substantial enjoyment	Strong enjoyment	Very strong enjoyment	
Wants Challenge: <i>The willingness to attempt difficult tasks or goals</i> Narrative: You are motivated by challenging tasks or projects. You will prefer an employer who is able to offer challenging work. Your strong drive for achievement will probably be a good example for others. Your drive to achieve challenging objectives will probably have a slight positive impact on job satisfaction and/or performance.	8.4										
Collaborative: <i>The tendency to collaborate with others when making decisions</i> Narrative: You only moderately enjoy collaboration and probably only give moderate importance to collaborating with others in the decision-making process. If you are making important decisions that could benefit from collaboration, it might be wise to require collaboration before the final decision can be made. Your degree of discomfort with collaboration will probably have a slight negative impact on job satisfaction and/or performance.	5.0										
Teaching: <i>The enjoyment of instructing, training, or educating others</i> Narrative: You are extremely interested in teaching or instructing others. Your interest in teaching or instructing others will probably have a moderate positive impact on job satisfaction and/or performance.	10.0										
Warmth / empathy: <i>The tendency to express positive feelings and affinity toward others</i> Narrative: You may moderately express warmth and empathy. Your degree of expressing warmth and empathy is sufficient.	6.4										
<h2>Less important factors that could hinder your enjoyment</h2>	Your Score	Very strong hindrance	Strong hindrance	Substantial hindrance	Moderate hindrance	Slight hindrance	No hindrance				
Pressure Tolerance: <i>The level of comfort related to working under deadlines and busy schedules</i> Narrative: You are moderately likely to work well under the pressure of deadlines and tight schedules. Your degree of tolerance of pressure is sufficient.	5.9										

Less important factors that could hinder your enjoyment	Your Score	Very strong hindrance	Strong hindrance	Substantial hindrance	Moderate hindrance	Slight hindrance	No hindrance
Public Contact: <i>The level of comfort interacting with a wide range of people representative of general society</i> Narrative: You moderately enjoy working with the general public and are probably moderately comfortable doing so. Your degree of enjoyment of working with the general public is sufficient.	5.7						
Self-Acceptance: <i>The tendency to like oneself ("I'm O.K. the way I am")</i> Narrative: You are a little lacking in self-acceptance. Your degree of self-acceptance will probably have a slight negative impact on job satisfaction and/or performance.	3.7						
Self-Improvement: <i>The tendency to attempt to develop or better oneself</i> Narrative: You may have some interest in self-improvement. Your level of interest in self-improvement is sufficient.	6.1						
Enlists Cooperation: <i>The tendency to invite others to participate in or join an effort</i> Narrative: You enjoy enlisting the cooperation of others and probably tend to do so frequently. Your degree of enlisting the cooperation of others is sufficient.	9.2						
Open / reflective: <i>The tendency to reflect on many different viewpoints</i> Narrative: You generally enjoy reflecting on different ideas and opinions, and you are relatively open-minded. Your degree of enjoyment when reflecting on different ideas and opinions is sufficient.	6.9						
Enthusiastic: <i>The tendency to be eager and excited toward one's own goals</i> Narrative: You tend to be very enthusiastic about your goals. If your goals are in alignment with the organization's objectives, you will probably have a strong drive to achieve those objectives. Your degree of enthusiasm for your goals is sufficient.	8.7						
Diplomatic: <i>The tendency to state things in a tactful manner</i> Narrative: You are reasonably capable of being tactful and usually tend to state things in a diplomatic manner. Your degree of diplomacy is sufficient.	7.2						

Less important factors that could hinder your enjoyment		Your Score	Very strong hindrance	Strong hindrance	Substantial hindrance	Moderate hindrance	Slight hindrance	No hindrance
Persistent: <i>The tendency to be tenacious despite encountering significant obstacles</i> Narrative: You generally tend to persevere with a task when obstacles occur. This will probably be beneficial for overcoming the obstacles that you will encounter in this management position. Your persistence can also pay off when selling as you are more likely to be effective when cold calling or tenaciously pursuing a potential client. Your degree of persistence is sufficient.	6.7							
Research / learning: <i>The enjoyment of gathering and comprehending new information</i> Narrative: You enjoy researching and learning new information. Your degree of enjoyment of researching and learning new information is sufficient.	7.7							
Authoritative: <i>The desire for decision-making authority and the willingness to accept decision-making responsibility</i> Narrative: You have a strong desire to have decision-making authority and are very willing to accept decision-making responsibility. Your degree of comfort with decision-making authority is sufficient.	8.6							
Analyzes Pitfalls: <i>The tendency to scrutinize potential difficulties related to a plan or strategy</i> Narrative: You tend to analyze the potential difficulties of plans and strategies. Therefore, you are likely to be reasonably mindful when it comes to making strategic decisions. Your degree of analyzing potential difficulties is sufficient.	6.9							
Potential derailers		Your Score	Very strong hindrance	Strong hindrance	Substantial hindrance	Moderate hindrance	Slight hindrance	No hindrance
Defensive: <i>The tendency to be self-accepting without sufficiently intending to improve</i> Narrative: You probably do not have a significant degree of defensiveness. Your lack of defensiveness will support job satisfaction and will not hinder performance.	0.0							

Potential derailers	Your Score	Very strong hindrance	Strong hindrance	Substantial hindrance	Moderate hindrance	Slight hindrance	No hindrance
Blunt: <i>The tendency to be frank or direct without being sufficiently tactful or diplomatic</i> Narrative: You probably have an extremely slight tendency to be blunt. Your lack of being blunt will support job satisfaction and will not hinder performance.	1.1						
Insensitive: <i>The tendency to be assertive with one's own needs without being sufficiently warm and empathetic</i> Narrative: You probably have an extremely slight tendency to push for your own needs without sufficiently building affinity with others. Your lack of being insensitive will support job satisfaction and will not hinder performance.	1.3						
Dogmatic: <i>The tendency to be certain of opinions without sufficiently being open to different ideas</i> Narrative: You probably do not have a significant degree of being dogmatic. Your lack of being dogmatic will support job satisfaction and will not hinder performance.	0.0						
Forceful Enforcing: <i>The tendency to enforce rules without sufficiently enlisting others' cooperation</i> Narrative: You probably do not have a significant degree of being forceful when enforcing rules. Your lack of being forceful when enforcing rules will support job satisfaction and will not hinder performance.	0.0						
Harsh: <i>The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic</i> Narrative: You probably do not have a significant tendency to be harsh or overly strict. Your lack of harshness will support job satisfaction and will not hinder performance.	0.0						
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: You probably have only a very slight tendency to look at the potential benefits of a plan or strategy without sufficiently analyzing the potential difficulties. Your lack of being blindly optimistic will support job satisfaction and will not hinder performance.	2.2	