

REPORT FOR
Andrew Jones

DATE OF COMPLETION
09/15/2013

RELIABILITY - 99.2%
Answers were very likely accurate and truthful

ORGANIZATION
AssessDevelopEvolve.com

The report lists Andrew's traits and corresponding scores in descending order for each trait category. The trait definitions are to the right of each trait. If a position was selected when running this report, the traits related to the position will be highlighted in **green** for Essential Traits, **blue** for Desirable Traits, and **red** for Traits to Avoid that could hinder Andrew's performance.

A single asterisk, *, indicates that there are some inconsistencies related to this trait, but the result is probably reliable. A double asterisks, **, indicates that there are some inconsistencies related to this trait, and the result is probably questionable.

Traits

These are the primary work preference and personality factors measured in the Harrison Assessments system, listed in order of Andrew's scores.

Life Themes - Andrew's life themes, highest values, key potential strengths

| Trait | Description |
|------------------|--|
| Helpful | The tendency to respond to others' needs and assist or support others to achieve their goals |
| Warmth / empathy | The tendency to express positive feelings and affinity toward others |
| Wants Autonomy | The desire to have freedom or independence from authority |
| Optimistic | The tendency to believe the future will be positive |
| Wants Challenge | The willingness to attempt difficult tasks or goals |

Strengths and Preferred Focus - Andrew's potential strength and preferred focus

| Trait | Description |
|------------------------|---|
| Risking | The tendency to feel comfortable with business ventures that involve uncertainty |
| Outgoing | The tendency to be socially extroverted and the enjoyment of meeting new people |
| Wants To Lead | The desire to be in a position to direct or guide others |
| Cause Motivated | The tendency to be motivated to help society |
| Self-motivated | The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals |
| Takes Initiative | The tendency to perceive what is necessary to be accomplished and to proceed on one's own |
| Diplomatic | The tendency to state things in a tactful manner |
| Authoritative | The desire for decision-making authority and the willingness to accept decision-making responsibility |
| Persistent | The tendency to be tenacious despite encountering significant obstacles |
| Open / reflective | The tendency to reflect on many different viewpoints |
| Enthusiastic | The tendency to be eager and excited toward one's own goals |
| Influencing | The tendency to try to persuade others |
| Tolerance Of Bluntness | The level of comfort related to receiving abrupt or frank communications from others |
| Tempo | The enjoyment of work that needs to be done quickly |
| Flexible | The tendency to easily adapt to change |

Strengths and Preferred Focus - Andrew's potential strength and preferred focus

| Trait | Description |
|------------|---|
| Analytical | The tendency to logically examine facts and situations (not necessarily analytical ability) |

Acceptable Areas - Andrew's moderate strengths and preferences

| Trait | Description |
|---------------------|--|
| Wants Recognition | The desire for positive acknowledgement (from others) related to one's abilities and strengths |
| Frank | The tendency to be straightforward, direct, to the point, and forthright |
| Self-acceptance | The tendency to like oneself ("I'm O.K. the way I am") |
| Certain | The tendency to feel confident in one's opinions |
| Wants Frankness | The desire for others to be direct, straightforward, and to the point |
| Intuitive | The tendency to use hunches to help make decisions (not necessarily intuitive capabilities) |
| Self-improvement | The tendency to attempt to develop or better oneself |
| Experimenting | The tendency to try new things and new ways of doing things |
| Wants Stable Career | The desire for long-term or permanent employment |

Willing to do - Areas in which Andrew is willing if not required a large percentage of the time

| Trait | Description |
|-----------------------|--|
| Comfort With Conflict | The tendency to be comfortable with confrontation or strife |
| Wants High Pay | The desire to earn greater remuneration |
| Relaxed | The tendency to feel at ease or calm while working |
| Enlists Cooperation | The tendency to invite others to participate in or join an effort |
| Assertive | The tendency to put forward personal wants and needs |
| Collaborative | The tendency to collaborate with others when making decisions |
| Planning | The tendency to formulate ideas related to the steps and process of accomplishing an objective |
| Manages Stress Well | The tendency to deal effectively with strain and difficulty when it occurs |
| Wants Capable Leader | The desire to have a leader one perceives to be capable |
| Wants Diplomacy | The desire for others to be tactful |
| Systematic | The enjoyment of tasks that require carefully or methodically thinking through steps |
| Organized | The tendency to place and maintain order in an environment or situation |
| Analyzes Pitfalls | The tendency to scrutinize potential difficulties related to a plan or strategy |

Prefer Not to Do It - Andrew would prefer to be doing other things than these

| Trait | Description |
|------------------------|---|
| Tolerance Of Structure | The tolerance of following rules, schedules, and procedures created by someone else |
| Enforcing | The tendency to insist upon necessary rules being followed |

Strongly Prefer Not to Do It - Andrew strongly would prefer to be doing other things than these

| Trait | Description |
|---------|--|
| Precise | The enjoyment of work that requires being exact and the tendency to be detail oriented |

Retention and Engagement Factors

These are Andrew's retention and engagement factors listed in order.

| Retention and Engagement Factors | Description |
|----------------------------------|--|
| Wants Social Opportunities | The desire to have a workplace that enables one to meet and interact with others |
| Wants Development | The desire to have work opportunities to learn new skills or increase abilities |
| Wants Opinions Valued | The desire to have an employer who listens and gives importance to one's views |
| Wants Personal Help | The desire to receive some form of employer support related to one's personal difficulties |
| Wants Work/Life Balance | The desire to have sufficient time away from work for rest, enjoyment, or family |
| Wants Appreciation | The desire to have an employer who expresses appreciation for one's work |
| Wants To Be Informed | The desire to have an employer who freely shares information related to one's work or job |
| Wants Advancement | The desire to have work opportunities to expand one's career or responsibilities |
| Wants Quick Pay Increases | The desire to have an employer who offers relatively frequent pay increases |
| Wants Flexible Work Time | The desire to have flexible working hours or holiday schedules |

Task Preferences

These are tasks listed in order of Andrew's preferences.

| Task Preference | Description |
|---------------------|---|
| Numerical | The enjoyment of counting, calculating, or analyzing quantities using mathematics |
| Computers | The enjoyment of working with electronic machines that calculate, store, or analyze information |
| Public Speaking | The enjoyment of presenting or articulating information to groups of people |
| Teaching | The enjoyment of instructing, training, or educating others |
| Manual Work | The enjoyment of work that involves using one's hands |
| Artistic | The enjoyment of making things look beautiful or attractive |
| Driving | The enjoyment of operating a motor vehicle |
| Research / learning | The enjoyment of gathering and comprehending new information |
| Building / making | The enjoyment of constructing or putting together anything |
| Mechanical | The enjoyment of work that involves fixing or repairing something |
| Clerical | The enjoyment of tasks such as typing or filing or organizing information |
| Physical Work | The enjoyment of work that involves substantial bodily effort |

Interests

These are interests listed in order of Andrew's areas of interest.

| Interest | Description |
|-------------|--|
| Psychology | The interest in human mental functions including mannerisms, actions, attitudes, and abilities |
| Electronics | The interest in designing, assembling, repairing, or operating automated or computerized equipment |
| Animals | The interest in working with mammals, birds, reptiles, or fish |
| Food | The interest in work relating to food |

| Interest | Description |
|--------------------|---|
| Entertainment | The interest in activity that holds the attention and interest of an audience |
| Plants | The interest in shrubs, gardening, botany, trees, or farming |
| Computer Hardware | The interest in the physical elements that constitute a computer system |
| Computer Software | The interest in the non-tangible program components (i.e. software) of computers |
| Finance / business | The interest in commerce or fiscal management |
| Physical Science | The interest in the physics and chemistry of nature |
| Science | The interest in any body of knowledge that uses a systematic method for achieving knowledge |
| Selling | The interest in convincing or influencing others to purchase a product or service |
| Manufacturing | The interest in the production of products using labor, machines, or chemicals |
| Legal Matters | The interest in rules created by social institutions to govern society and business |
| Biology | The interest in the structure, function, growth, evolution, distribution, or taxonomy of living organisms |
| Travel | The interest in work that involves frequently taking a journey |
| Sports | The interest in work that involves sports |
| Medical Science | The interest in at least one of the applied sciences related to healthcare |
| Writing / language | The interest in work that involves formulating words to convey meaning (i.e., journalism or translator) |
| Children | The interest in working with children |
| Health / medicine | The interest in health or medicine |

Work Environment Preferences

These are work environment preferences listed in Andrew's order of preference.

| Work Environment Preference | Description |
|-----------------------------|---|
| Pressure Tolerance | The level of comfort related to working under deadlines and busy schedules |
| Public Contact | The level of comfort interacting with a wide range of people representative of general society |
| Sitting | The tolerance of sitting for long periods in which there is no opportunity to stand or walk around |
| Team | The enjoyment of working closely in a co-operative team effort (not necessarily the ability to do so) |
| Noise | The tolerance of working in an environment that has loud or continuous sounds |
| Standing | The tolerance of standing in one place for long periods (no opportunity to sit or walk around) |
| Outdoors | The desire to work in an outside environment |
| Repetition | The tolerance of monotonous work: a single activity repeated over and over (e.g. assembly line) |

Behavioral Competencies

Behavioral competencies are composed of numerous traits, and are listed in order of Andrew's strengths.

| Behavioral Competency | Description |
|-----------------------|---|
| Handles Autonomy | The tendency to have the motivation and self-reliance necessary for a significant amount of independence from immediate supervision (does not indicate the necessary job related knowledge) |
| Provides Direction | The tendency to provide others with clear direction or guidance |
| People Oriented | The tendency to positively interact with others |
| Handles Conflict | The tendency to skillfully face discord or strife, and the interpersonal skills necessary to deal with it effectively |

| Behavioral Competency | Description |
|------------------------------|--|
| Organizational Compatibility | The tendency to work co-operatively with others (assuming sufficient job related knowledge and team compatibility) |
| Interpersonal Skills | The tendency to have a balance of traits that relate to effective interaction with others |
| Coaching | The tendency to effectively facilitate the development of others (one-to-one interactions) |
| Receives Correction | The tendency to accept guidance intended to improve performance |
| Innovative | The tendency to create new and more effective ways of doing things |
| Doesn't Need Structure | The tendency to work effectively without much structure (assuming sufficient job related knowledge) |
| Self-employed | The tendency to be effective when self-employed (does not necessarily indicate sufficient business-related knowledge) |
| Negotiating | The tendency to bargain in order to reach a beneficial agreement |
| Tolerance Of Evasiveness | The level of comfort related to dealing with people who are indirect or lacking in frankness |
| Effective Enforcing | The tendency to skillfully correct others when they are violating rules or performing poorly |
| Judgment (strategic) | The tendency to have a balance of traits necessary to discern pertinent information, and formulate an effective strategy |

Functions

These scores reflect Andrew's level of suitability for each of the following job categories on a scale of 0 to 10.

| Functions | Description |
|-----------------------------|--|
| Customer Service - Friendly | This template is for a position in which the primary requirement is friendliness (not necessarily efficiency). It focuses on a variety of interpersonal skills related to serving customers. It also screens for personal honesty and at least a moderate level of motivation. |
| Sales - Cold Calling | This position relates to sales in general but is oriented toward sales positions that require prospecting for new clients with mostly cold calling. It focuses on achievement, self-motivation, and various interpersonal skills related to persuasion. |
| Supervisory | This template is designed for a position that has supervisory responsibilities. It focuses on self-motivation and organization. It also screens for a lack of interpersonal skills necessary to be a supervisor. |
| Management - Middle | This template is designed for a position that has the responsibilities of middle management. It focuses on achievement, self-motivation, leadership, and decision-making. It also screens for a lack of interpersonal skills necessary for management. |
| Management - Upper | This template is designed for a senior management position. It focuses on leadership, achievement, self-motivation, decision-making, and various interpersonal skills that relate to leadership. |
| Technical | This template is specifically designed for a technical position. It focuses on analytical tendencies, organizational skills, and self-motivation. It also screens for a lack of interpersonal skills necessary for interacting with co-workers. |
| Administration - General | This position is specifically designed for a general administration role. It focuses on being organized and detail oriented. In addition, it screens for a lack of interpersonal skills necessary for interacting with co-workers. |