

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.

The suitability assessment includes a technological 'consistency detector' that indicates the reliability of results by analyzing the consistency of the answers on the questionnaire. Andrew's consistency score is 96 which indicates that Andrew is 99% consistent in answering the questionnaire. This indicates a high likelihood that Andrew was truthful, accurately self-aware, and able to concentrate on the questionnaire.

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	Andrew's Score	Description
Helpful	9.9	The tendency to respond to others' needs and assist or support others to achieve their goals.
Warmth / empathy	9.9	The tendency to express positive feelings and affinity toward others.
Wants Autonomy	9.6	The desire to have freedom or independence from authority.
Optimistic	9.5	The tendency to believe the future will be positive.
Wants Challenge	9.4	The willingness to attempt difficult tasks or goals.

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

Trait	Andrew's Score	Description
Risking	9.2	The tendency to feel comfortable with business ventures that involve uncertainty.
Outgoing	9.2	The tendency to be socially extroverted and the enjoyment of meeting new people.
Wants To Lead	9.2	The desire to be in a position to direct or guide others.
Cause Motivated	9.1	The tendency to be motivated to help society.
Self-motivated	9.0	The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals.
Takes Initiative	8.7	The tendency to perceive what is necessary to be accomplished and to proceed on one's own.
Diplomatic	8.6	The tendency to state things in a tactful manner.
Authoritative	8.6	The desire for decision-making authority and the willingness to accept decision-making responsibility.
Persistent	8.6	The tendency to be tenacious despite encountering significant obstacles.
Open / reflective	8.2	The tendency to reflect on many different viewpoints.
Enthusiastic	8.2	The tendency to be eager and excited toward one's own goals.
Influencing	8.1	The tendency to try to persuade others.
Tolerance Of Bluntness	7.8	The level of comfort related to receiving abrupt or frank communications from others.
Tempo	7.7	The enjoyment of work that needs to be done quickly.
Flexible	7.7	The tendency to easily adapt to change.
Analytical	7.5	The tendency to logically examine facts and situations (not necessarily analytical ability).

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CL Gary



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