

**REPORT FOR**  
Andrew Jones

**DATE OF COMPLETION**  
19/04/2019

**RELIABILITY - 99.2%**  
Answers were very likely accurate and truthful

**ORGANISATION**  
3P



## Introduction

This report lists your preferences and tendencies. Pay special attention to the factors at the top and bottom of each section. The top factors give you the most satisfaction and the bottom factors give you the least satisfaction.

Trait names appear in the left column. To the right of each trait is your score and the trait definition. The Harrison measures the trait definition, NOT the trait name which can easily be misinterpreted.

Traits with an asterisk indicate you may have had some confusion related to that factor when answering the questionnaire. A double asterisk indicates a lot of confusion.

## Traits

The traits are listed in order of your preference and they are divided into sections.

The first section, Life Themes, shows your top 5 traits which reflect your highest values and preferences. These have the greatest influence on your life. If these traits are utilized in your job, it will increase your job satisfaction. Do they resonate with you? Do you get an opportunity to use these in your current job?

The last section are traits you least enjoy and probably prefer not to do. If these traits are utilized in your job, it will decrease your job satisfaction. Are any of these called upon in your current job? If so, how do you feel when they are required?

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

Trait	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 towards 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	Score	Description
Outgoing	9.2	The tendency to be socially extroverted and the enjoyment of meeting new people
Risking	9.2	The tendency to feel comfortable with business ventures that involve uncertainty
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
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
Diplomatic	8.6	The tendency to state things in a tactful manner
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

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

Trait	Score	Description
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)

## Acceptable Areas - Andrew's moderate strengths and preferences

Trait	Score	Description
Wants Recognition	7.3	The desire for positive acknowledgement (from others) related to one's abilities and strengths
Frank	7.1	The tendency to be straightforward, direct, to the point, and forthright
Self-acceptance	7.0	The tendency to like oneself ("I'm O.K. the way I am")
Certain	6.8	The tendency to feel confident in one's opinions
Wants Frankness	6.8	The desire for others to be direct, straightforward, and to the point
Intuitive	6.6	The tendency to use hunches to help make decisions (not necessarily intuitive capabilities)
Self-improvement	6.6	The tendency to attempt to develop or better oneself
Experimenting	6.4	The tendency to try new things and new ways of doing things
Wants Stable Career	5.6	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	Score	Description
Wants High Pay	5.4	The desire to earn greater remuneration
Comfort With Conflict	5.4	The tendency to be comfortable with confrontation or strife
Relaxed	5.2	The tendency to feel at ease or calm while working
Enlists Cooperation	5.0	The tendency to invite others to participate in or join an effort
Assertive	4.9	The tendency to put forward personal wants and needs
Collaborative	4.7	The tendency to collaborate with others when making decisions
Planning	4.7	The tendency to formulate ideas related to the steps and process of accomplishing an objective
Wants Capable Leader	4.5	The desire to have a leader one perceives to be capable
Manages Stress Well	4.5	The tendency to deal effectively with strain and difficulty when it occurs
Wants Diplomacy	4.3	The desire for others to be tactful
Systematic	4.1	The enjoyment of tasks that require carefully or methodically thinking through steps
Organised	3.9	The tendency to place and maintain order in an environment or situation
Analyses Pitfalls	3.8	The tendency to scrutinise potential difficulties related to a plan or strategy

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

Trait	Score	Description
Tolerance Of Structure	3.3	The tolerance of following rules, schedules, and procedures created by someone else
Enforcing	3.1	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	Score	Description
Precise	2.3	The enjoyment of work that requires being exact and the tendency to be detail oriented

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

Trait	Score	Description
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## Retention and Engagement Factors

This section reflects your employment expectations. Ideally, your top 5 expectations are at least in the process of being met. Reflect on your level of fulfilment for each of those top 5 expectations. These issues provide an important framework for a discussion with your manager.

Retention and Engagement Factors	Score	Description
Wants Social Opportunities	10.0	The desire to have a workplace that enables one to meet and interact with others
Wants Development	9.0	The desire to have work opportunities to learn new skills or increase abilities
Wants Opinions Valued	8.0	The desire to have an employer who listens and gives importance to one's views
Wants Personal Help	7.0	The desire to receive some form of employer support related to one's personal difficulties
Wants Work/Life Balance	6.0	The desire to have sufficient time away from work for rest, enjoyment, or family
Wants Appreciation	5.0	The desire to have an employer who expresses appreciation for one's work
Wants To Be Informed	4.0	The desire to have an employer who freely shares information related to one's work or job
Wants Advancement	3.0	The desire to have work opportunities to expand one's career or responsibilities
Wants Quick Pay Increases	2.0	The desire to have an employer who offers relatively frequent pay increases
Wants Flexible Work Time	1.0	The desire to have flexible working hours or holiday schedules

## Task Preferences

This section displays your preference levels related to a range of tasks. Tasks with scores of 8 or above are those you enjoy most. Hopefully, your job involves most of these. Tasks with scores of less than 4 are those you dislike or tend to avoid doing. Hopefully your job doesn't frequently require these.

Task Preference	Score	Description
Numerical	8.0	The enjoyment of counting, calculating, or analysing quantities using mathematics
Computers	6.6	The enjoyment of working with electronic machines that calculate, store, or analyse information
Public Speaking	6.5	The enjoyment of presenting or articulating information to groups of people
Teaching	5.8	The enjoyment of instructing, training, or educating others
Manual Work	5.7	The enjoyment of work that involves using one's hands
Artistic	5.4	The enjoyment of making things look beautiful or attractive
Driving	4.0	The enjoyment of operating a motor vehicle
Research / learning	3.4	The enjoyment of gathering and comprehending new information
Building / making	3.0	The enjoyment of constructing or putting together anything
Mechanical	2.8	The enjoyment of work that involves fixing or repairing something
Physical Work	2.5	The enjoyment of work that involves substantial bodily effort
Clerical	2.5	The enjoyment of tasks such as typing or filing or organising information

## Interests

This section lists your interests in order. If your job involves interests with scores of 8 or above, it will contribute to having more passion and enjoyment for your job. If your job involves interests with scores below 4, it is likely to hinder your work passion.

Interest	Score	Description
Animals	10.0	The interest in working with mammals, birds, reptiles, or fish

Interest	Score	Description
Food	10.0	The interest in work relating to food
Psychology	10.0	The interest in human mental functions including mannerisms, actions, attitudes, and abilities
Electronics	10.0	The interest in designing, assembling, repairing, or operating automated or computerised equipment
Computer Hardware	8.0	The interest in the physical elements that constitute a computer system
Computer Software	8.0	The interest in the non-tangible program components (i.e. software) of computers
Entertainment	8.0	The interest in activity that holds the attention and interest of an audience
Plants	8.0	The interest in shrubs, gardening, botany, trees, or farming
Finance / business	7.0	The interest in commerce or fiscal management
Science	6.0	The interest in any body of knowledge that uses a systematic method for achieving knowledge
Physical Science	6.0	The interest in the physics and chemistry of nature
Manufacturing	5.0	The interest in the production of products using labor, machines, or chemicals
Selling	5.0	The interest in convincing or influencing others to purchase a product or service
Legal Matters	4.0	The interest in rules created by social institutions to govern society and business
Biology	3.0	The interest in the structure, function, growth, evolution, distribution, or taxonomy of living organisms
Writing / language	2.0	The interest in work that involves formulating words to convey meaning (i.e., journalism or translator)
Health / medicine	2.0	The interest in health or medicine
Children	2.0	The interest in working with children
Medical Science	2.0	The interest in at least one of the applied sciences related to healthcare
Sports	2.0	The interest in work that involves sports
Travel	2.0	The interest in work that involves frequently taking a journey

## Work Environment Preferences

This section lists work environment preferences. If your job requires being in a work environment related to factors in which you score 8 or above, it will contribute to your comfort level. If your job requires being in a work environment related to factors in which you score 4 or below, it will make your work environment less comfortable.

Work Environment Preference	Score	Description
Pressure Tolerance	9.7	The level of comfort related to working under deadlines and busy schedules
Public Contact	7.2	The tendency to feel comfortable with interacting directly with a wide range of people representative of general society
Sitting	6.1	The tolerance of sitting for long periods in which there is no opportunity to stand or walk around
Team	4.5	The enjoyment of working closely in a co-operative effort with others (not necessarily the ability to do so)
Noise	3.7	The tolerance of working in an environment that has loud or continuous sounds
Standing	3.1	The tolerance of standing in a stationary position for long periods (no opportunity to sit or walk around)
Outdoors	2.3	The desire to work in an outside environment
Repetition	2.1	The tolerance of monotonous work: the same single activity is repeated over and over (e.g. assembly line)

## Behavioural Competencies

Behavioral Competencies are something we are able to do and tend to do. These are composed of multiple traits. If your job requires behavioral competencies in which you have a score of 8 or above, you are more likely to enjoy the job. If it requires behavioral competencies in which you score below 5, it is likely to hinder your work satisfaction.

<b>Behavioural Competency</b>	<b>Score</b>	<b>Description</b>
Handles Autonomy	9.3	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	9.0	The tendency to provide others with clear direction or guidance
People Oriented	8.7	The tendency to positively interact with others
Handles Conflict	8.7	The tendency to skilfully face discord or strife, and the interpersonal skills necessary to deal with it effectively
Organisational Compatibility	8.6	The tendency to work co-operatively with others (assuming sufficient job related knowledge and team compatibility)
Interpersonal Skills	8.3	The tendency to have a balance of traits that relate to effective interaction with others
Coaching	8.3	The tendency to effectively facilitate the development of others (one-to-one interactions)
Receives Correction	8.0	The tendency to accept guidance intended to improve performance
Innovative	7.9	The tendency to create new and more effective ways of doing things
Doesn't Need Structure	7.8	The tendency to work effectively without much structure (assuming sufficient job related knowledge)
Self-employed	6.9	The tendency to be effective when self-employed (does not necessarily indicate sufficient business-related knowledge)
Negotiating	6.3	The tendency to bargain in order to reach a beneficial agreement
Tolerance Of Evasiveness	6.0	The level of comfort related to dealing with people who are indirect or lacking in frankness
Effective Enforcing	5.0	The tendency to skilfully correct others when they are violating rules or performing poorly
Judgment (strategic)	2.1	The tendency to have a balance of traits necessary to discern pertinent information, and formulate an effective strategy