



ORGANISATION

Talent4Performance Ltd



This report provides an overview of the behavioral factors related to success in this job or behavioral competency.

Assessment Weightings

Eligibility (60% weighting): This assessment includes prior experience, education, and abilities, which you have selected for recruitment for this job.

Suitability (20% weighting): This assessment includes attitudes, motivations, task preferences, interests, and work environment preferences that relate to success for this job.

Interview Suitability (20% weighting): This assessment is based on the suitability scores given to the candidate during the interview using the Harrison Assessments interview guide.

Suitability Criteria: Attitudes, motivations, task preferences, interests, and work environment preferences.

Essential Traits

Trait	Rating	Importance	Frequency
Precise - The enjoyment of work that requires being exact and the tendency to be detail oriented	9.0	10. Extremely essential	80% of the time
Analytical - The tendency to logically examine facts and situations (not necessarily analytical ability)	8.5	10. Extremely essential	70% of the time
Finance / business - The interest in commerce or fiscal management	8.5	8. Essential	90% of the time
Numerical - The enjoyment of counting, calculating, or analysing quantities using mathematics	8.5	8. Essential	90% of the time
Organised - The tendency to place and maintain order in an environment or situation	8.5	9. Very essential	80% of the time
Takes Initiative - The tendency to perceive what is necessary to be accomplished and to proceed on one's own	8.0	8. Essential	80% of the time
Clerical - The enjoyment of tasks such as typing or filing or organising information	7.5	8. Essential	70% of the time

Desirable Traits

Trait	Rating	Importance	Frequency
Wants Challenge - The willingness to attempt difficult tasks or goals	7.0	7. Very important	70% of the time
Computers - The enjoyment of working with electronic machines that calculate, store, or analyse information	6.0	6. Important	
Enthusiastic - The tendency to be eager and excited toward one's own goals	6.0	6. Important	60% of the time



Suitability Criteria: Attitudes, motivations, task preferences, interests, and work environment preferences.

Desirable Traits

Trait	Rating	Importance	Frequency
Analyses Pitfalls - The tendency to scrutinise potential difficulties related to a plan or strategy	5.5	7. Very important	40% of the time
Authoritative - The desire for decision-making authority and the willingness to accept decision-making responsibility	5.0	5. Fairly important	50% of the time
Optimistic - The tendency to believe the future will be positive	5.0	5. Fairly important	50% of the time
Systematic - The enjoyment of tasks that require carefully or methodically thinking through steps	5.0	7. Very important	30% of the time
Tolerance Of Structure - The tolerance of following rules, schedules, and procedures created by someone else	4.0	4. Extensively	
Collaborative - The tendency to collaborate with others when making decisions	3.0	3. Somewhat important	30% of the time
Diplomatic - The tendency to state things in a tactful manner	3.0	5. Fairly important	10% of the time
Helpful - The tendency to respond to others' needs and assist or support others to achieve their goals	3.0	5. Fairly important	10% of the time

Traits to Avoid

Trait	Rating	Importance	Frequency
Pay Minus Motivation - The tendency to have a desire for money that is greater than the personal drive necessary to earn it	10.0	10. Avoid the slightest tendency	
Fast But Imprecise - The tendency to work quickly without sufficient attention to detail or accuracy	8.0	8. Avoid even a small amount	
Defensive - The tendency to be self-accepting without sufficiently intending to improve	6.0	6. Avoid a moderate tendency	
Dogmatic - The tendency to be certain of opinions without sufficiently being open to different ideas	6.0	6. Avoid a moderate tendency	
Blunt - The tendency to be frank or direct without being sufficiently tactful or diplomatic	5.0	5. Avoid a fair tendency	
Harsh - The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic	5.0	5. Avoid a fair tendency	