

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 (25% weighting): This assessment includes attitudes, motivations, task preferences, interests, and work environment preferences that relate to success for this job.

Interview Suitability (15% 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
Analytical - The tendency to logically examine facts and situations (not necessarily analytical ability)	9.0	9. Very essential	90% of the time
Finance / business - The interest in commerce or fiscal management	9.0	9. Very essential	90% of the time
Numerical - The enjoyment of counting, calculating, or analysing quantities using mathematics	9.0	9. Very essential	90% of the time
Takes Initiative - The tendency to perceive what is necessary to be accomplished and to proceed on one's own	9.0	10. Extremely essential	80% of the time
Teaching - The enjoyment of instructing, training, or educating others	9.0	9. Very essential	90% of the time
Wants Challenge - The willingness to attempt difficult tasks or goals	8.5	9. Very essential	80% of the time
Enthusiastic - The tendency to be eager and excited toward one's own goals	8.0	8. Essential	80% of the time
Persistent - The tendency to be tenacious despite encountering significant obstacles	8.0	8. Essential	80% of the time
Influencing - The tendency to try to persuade others	7.5	9. Very essential	60% of the time
Organised - The tendency to place and maintain order in an environment or situation	7.5	8. Essential	70% of the time
Planning - The tendency to formulate ideas related to the steps and process of accomplishing an objective	7.5	8. Essential	70% 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	7.0	7. Very important	70% of the time
Authoritative - The desire for decision-making authority and the willingness to accept decision-making responsibility	7.0	7. Very important	70% of the time
Collaborative - The tendency to collaborate with others when making decisions	7.0	7. Very important	70% of the time
Computers - The enjoyment of working with electronic machines that calculate, store, or analyse information	7.0	7. Very important	
Diplomatic - The tendency to state things in a tactful manner	7.0	7. Very important	70% of the time
Experimenting - The tendency to try new things and new ways of doing things	7.0	7. Very important	70% of the time
Open / reflective - The tendency to reflect on many different viewpoints	7.0	7. Very important	70% of the time
Optimistic - The tendency to believe the future will be positive	7.0	7. Very important	70% of the time
Precise - The enjoyment of work that requires being exact and the tendency to be detail oriented	7.0	8. Essential	60% of the time
Pressure Tolerance - The level of comfort related to working under deadlines and busy schedules	7.0	7. Very important	70% of the time
Research / learning - The enjoyment of gathering and comprehending new information	7.0	7. Very important	70% of the time
Systematic - The enjoyment of tasks that require carefully or methodically thinking through steps	7.0	7. Very important	70% of the time
Self-acceptance - The tendency to like oneself ("I'm O.K. the way I am")	6.0	6. Important	
Self-improvement - The tendency to attempt to develop or better oneself	6.0	6. Important	
Manages Stress Well - The tendency to deal effectively with strain and difficulty when it occurs	4.0	4. Moderately important	

Traits to Avoid

Trait	Rating	Importance	Frequency
Blunt - The tendency to be frank or direct without being sufficiently tactful or diplomatic	8.0	8. Avoid even a small amount	
Defensive - The tendency to be self-accepting without sufficiently intending to improve	8.0	8. Avoid even a small amount	
Dogmatic - The tendency to be certain of opinions without sufficiently being open to different ideas	7.0	7. Avoid even some tendency	

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

Traits to Avoid

Trait	Rating	Importance	Frequency
Impulsive - The tendency to take risks without sufficient analysis of the potential difficulties	7.0	7. Avoid even some tendency	
Pay Minus Motivation - The tendency to have a desire for money that is greater than the personal drive necessary to earn it	7.0	7. Avoid even some tendency	
Blindly Optimistic - The tendency to focus on the possible benefits of a plan or strategy without sufficiently analysing the potential difficulties or pitfalls	6.0	6. Avoid a moderate tendency	
Harsh - The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic	6.0	6. Avoid a moderate tendency	
Sceptical - The tendency to focus on the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits	6.0	6. Avoid a moderate tendency	
Rebellious Autonomy - The tendency to seek freedom from authority without taking sufficient and appropriate initiative	4.0	4. Avoid a significant tendency	