

Report for ID: DEMO1

Date of completion 04/19/2025



Job Success Analysis



This introduction enables you to better understand how to get the most from your Harrison Reports. The highlighted items are key terms and phrases.

Your Role, Interactions, and Current Issues

Before reviewing your Harrison Reports, reflect on the following and write down some brief answers:

Your Role: What are your key responsibilities? (For example: Managing others' performance, formulating strategies, innovating, implementing, or selling).

Your Interactions: What types of interactions do you have with others? (For example: brainstorming, holding others' accountable, influencing ideas, making collaborative decisions, providing clarity around objectives or priorities, or responding to others' needs).

Current Issues: Which of your responsibilities do you think are going well? What aspects of your job do you find most challenging? What do you want to improve?

The above issues provide a context for better understanding your reports.

What Harrison Measures

Harrison measures **behavioral tendencies, interests, and preferences**. We don't put people in boxes with labels like general personality assessments do. The purpose is to help you navigate your career by identifying your **key strengths, best roles, and ways to further your success**.

Enjoyment Performance Theory



When we enjoy a task or behavior, we tend to do it more often and get better at it.

This elicits positive feedback or a sense of satisfaction, which reinforces enjoyment and tendency. The cycle repeats.

When we don't enjoy a task or behavior, we tend to avoid it and we don't get better at it.

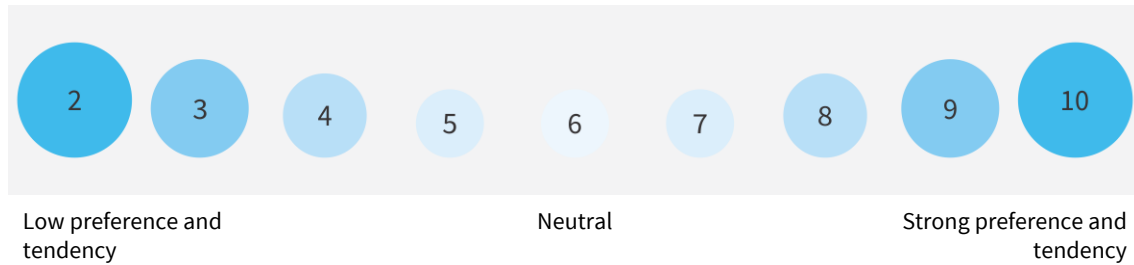
This elicits negative feedback or a sense of dissatisfaction, which reinforces dislike and avoidance. The cycle repeats.

Focus on Trait Definitions

Trait names appearing on the reports have a definition next to it. Focus on the definition because the meaning can often be misinterpreted. What is measured is the definition, not the trait name. For example, Harrison's definition for Assertive is "the tendency to put forth one's own wants and needs". It does not mean being pushy or aggressive.

The Harrison Measurement Scale

Traits are measured on a 2 to 10 scale with your strongest preference and tendency being 10 and your lowest preference and tendency being 2. A score of 6 is the midpoint in which you neither like or dislike that factor. The intensity of the preference/tendency starts from 6 (the midpoint) and accelerates in both directions. A score above 9 indicates an extremely strong preference/tendency and a score below 3 indicates an extremely strong preference not to do it.



Reliability

How do we know your answers on the questionnaire are reliable? The Harrison technology compares your answers to determine reliability. Your reliability percentage is 99.2 indicating that your answers were truthful, self-aware, and you were paying attention.

Highlighted Traits Relate to Your Job

On some reports, factors have highlights indicating a specific job was selected when running the report. If the trait has a green highlight, a high score (the higher the better) is likely to contribute to job satisfaction and success for that job. If the trait has a blue highlight, a lack of that trait (a score of less than 5) could hinder your satisfaction and success for that job.

REPORT FOR

ID: DEMO1

DATE OF COMPLETION

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RELIABILITY - 99.2%

Answers were very likely accurate and truthful

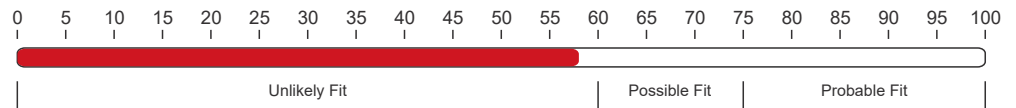
ORGANIZATION

Comfort Career Connections


Harrison Assessments Suitability

This section includes work preferences and tendencies that you have selected for this job. The score to the right of each factor shows the score as calculated for each trait.

The green, yellow or red ball in each graph indicates the degree of positive (green) or negative (yellow and red) impact that the factor is predicted to have on job performance. The ball is always inside a bar graph, which indicates the potential range of impact that the factor can have on performance. Note that the bar graph can have a different length for each factor. The lengths and positions of the bars are determined by the weightings that have been given to each trait in the Job Success Formula setup.

Overall Percentage of Suitability Fit = 58%


Essential traits (in order of importance)	ID: DEMO1's Score	Negative Impact < > Positive Impact									
		Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong
Electronics: <i>The interest in designing, assembling, repairing, or operating automated or computerized equipment</i> Narrative: ID: DEMO1 is extremely interested in electronics. ID: DEMO1's level of interest in electronics will probably have a positive impact on job satisfaction and/or performance.	10.0										
Analytical: <i>The tendency to logically examine facts and situations (not necessarily analytical ability)</i> Narrative: ID: DEMO1 tends to analyze problems and decisions and enjoys it. ID: DEMO1's degree of enjoyment of analyzing problems is sufficient for this job.	7.5										
Mechanical: <i>The enjoyment of work that involves fixing or repairing something</i> Narrative: ID: DEMO1 would dislike having to fix or repair things as part of his work. ID: DEMO1's degree of enjoyment of activities of fixing or repairing will probably have a somewhat negative impact on job satisfaction and/or performance.	2.8										

Essential traits (in order of importance)	ID: DEMO1's Score	Negative Impact < > Positive Impact										
		Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Precise: <i>The enjoyment of work that requires being exact and the tendency to be detail oriented</i> Narrative: ID: DEMO1 strongly dislikes having to do precision tasks. He strongly prefers not to do work that requires a significant amount of time to be spent on precision tasks and may be severely lacking in attention to detail. ID: DEMO1's degree of enjoyment of precision tasks will probably have a somewhat negative impact on job satisfaction and/or performance.	2.3											
Analyzes Pitfalls: <i>The tendency to scrutinize potential difficulties related to a plan or strategy</i> Narrative: ID: DEMO1 usually does not enjoy analyzing the potential difficulties of plans and strategies and may sometimes neglect to do so. Therefore, it would be best if he were to receive other input before making important strategic decisions ID: DEMO1's degree of enjoyment of analyzing potential problems will probably have a somewhat negative impact on job satisfaction and/or performance.	3.8											
Computer Hardware: <i>The interest in the physical elements that constitute a computer system</i> Narrative: ID: DEMO1 is quite interested in at least some aspects of computer hardware. ID: DEMO1's level of interest in some aspects of computer hardware will probably have a slightly positive impact on job satisfaction and/or performance.	8.0											
Computer Software: <i>The interest in the non-tangible program components (i.e. software) of computers</i> Narrative: ID: DEMO1 is quite interested in at least some aspects of computer software. ID: DEMO1's level of interest in some aspects of computer software will probably have a slightly positive impact on job satisfaction and/or performance.	8.0											
Science: <i>The interest in any body of knowledge that uses a systematic method for achieving knowledge</i> Narrative: ID: DEMO1 is moderately interested in some aspects of science. ID: DEMO1's level of interest in some aspects of science will probably have a slightly negative impact on job satisfaction and/or performance.	6.0											
Systematic: <i>The enjoyment of tasks that require carefully or methodically thinking through steps</i> Narrative: ID: DEMO1 usually prefers NOT to have to do work that requires being systematic. ID: DEMO1's degree of enjoyment of being systematic will probably have a somewhat negative impact on job satisfaction and/or performance.	4.1											

Job Success Analysis

Report for ID: DEMO1

Compared to: Entry Level Robotics Technician #RE005-200 v08/22/2026

Essential traits <i>(in order of importance)</i>		Negative Impact < > Positive Impact											
	ID: DEMO1's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong	
Takes Initiative: <i>The tendency to perceive what is necessary to be accomplished and to proceed on one's own</i> Narrative: ID: DEMO1 very often tends to take initiative. This initiative will help him to achieve objectives. It is very important that the employer provides opportunities for initiative and guidelines regarding the type of initiative that can be taken. Otherwise, the initiative could be contrary to expectations. ID: DEMO1's degree of initiative will probably have a slightly positive impact on job satisfaction and/or performance.	8.7												
Desirable traits <i>(in order of importance)</i>		ID: DEMO1's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact					
Diplomatic: <i>The tendency to state things in a tactful manner</i> Narrative: ID: DEMO1 is very capable of being tactful and tends to state things in a very diplomatic manner. ID: DEMO1's degree of diplomacy is sufficient for this job.	8.6												
Optimistic: <i>The tendency to believe the future will be positive</i> Narrative: ID: DEMO1 tends to be extremely optimistic and cheerful. ID: DEMO1's positive attitude will be very beneficial when dealing with staff and co-workers. ID: DEMO1's degree of optimism is sufficient for this job.	9.5												
Organized: <i>The tendency to place and maintain order in an environment or situation</i> Narrative: ID: DEMO1 probably prefers not to do much organizing. He may do the minimum amount of organizing necessary and may occasionally lose efficiency. ID: DEMO1's degree of being organized will probably have a slightly negative impact on job satisfaction and/or performance.	3.9												
Persistent: <i>The tendency to be tenacious despite encountering significant obstacles</i> Narrative: ID: DEMO1 is very determined and perseveres with a task despite many obstacles. ID: DEMO1's tendency to be persistent is sufficient for this job.	8.6												

Job Success Analysis

Report for ID: DEMO1

Compared to: Entry Level Robotics Technician #RE005-200 v08/22/2026

Desirable traits (in order of importance)	ID: DEMO1's Score	Negative Impact <					
		Very strong	Strong	Substantial	Moderate	Slight	No impact
Wants Challenge: <i>The willingness to attempt difficult tasks or goals</i> Narrative: ID: DEMO1 is very motivated by challenging tasks or projects and needs challenging work. ID: DEMO1 strongly prefers an employer who is able to offer challenging work. His strong drive for achievement will probably be a good example for others. ID: DEMO1's degree of drive to achieve challenging objectives is sufficient for this job.	9.4						
Pressure Tolerance: <i>The level of comfort related to working under deadlines and busy schedules</i> Narrative: ID: DEMO1 is extremely likely to work well under the pressure of deadlines and tight schedules. ID: DEMO1's degree of tolerance of pressure is sufficient for this job.	9.7						
Helpful: <i>The tendency to respond to others' needs and assist or support others to achieve their goals</i> Narrative: ID: DEMO1 tends to be extremely helpful and conscious of others' needs. ID: DEMO1's degree of helpfulness is sufficient for this job.	9.9						
Tempo: <i>The enjoyment of work that needs to be done quickly</i> Narrative: ID: DEMO1 likes to work quite quickly. ID: DEMO1's preferred pace of work is sufficient for this job.	7.7						
Collaborative: <i>The tendency to collaborate with others when making decisions</i> Narrative: ID: DEMO1 only moderately enjoys collaboration and probably only gives moderate importance to collaborating with others in the decision-making process. If ID: DEMO1 is making important decisions that could benefit from collaboration, it might be wise to require collaboration before the final decision can be made. ID: DEMO1's degree of enjoyment from collaborating is sufficient for this job.	4.7						
Manual Work: <i>The enjoyment of work that involves using one's hands</i> Narrative: ID: DEMO1 moderately enjoys working with his hands. ID: DEMO1's degree of enjoyment of manual work is sufficient for this job.	5.7						
Open / reflective: <i>The tendency to reflect on many different viewpoints</i> Narrative: ID: DEMO1 enjoys reflecting on different ideas and opinions and is generally open-minded. ID: DEMO1 is likely to be good at brainstorming. ID: DEMO1's degree of enjoyment of reflecting on different ideas and opinions is sufficient.	8.2						

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Desirable traits (in order of importance)		Negative Impact <					
	ID: DEMO1's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
Self-Improvement: <i>The tendency to attempt to develop or better oneself</i> Narrative: ID: DEMO1 has an intention to improve himself. ID: DEMO1's level of interest in self-improvement is sufficient for this job.	6.6						
Enthusiastic: <i>The tendency to be eager and excited toward one's own goals</i> Narrative: ID: DEMO1 tends to be quite enthusiastic about his goals. If ID: DEMO1's goals are in alignment with the organization's objectives, he will probably have a drive to achieve those objectives. ID: DEMO1's degree of enthusiasm for his goals is sufficient for this job.	8.2						
Flexible: <i>The tendency to easily adapt to change</i> Narrative: ID: DEMO1 tends to be quite adaptive and comfortable with change. ID: DEMO1's degree of flexibility is sufficient for this job.	7.7						
Manages Stress Well: <i>The tendency to deal effectively with strain and difficulty when it occurs</i> Narrative: ID: DEMO1 is moderately able to manage stress. ID: DEMO1's level of ability to manage stress is sufficient.	4.5						
Tolerance Of Structure: <i>The tolerance of following rules, schedules, and procedures created by someone else</i> Narrative: ID: DEMO1 may dislike having to follow extensive rules and procedures set by someone else and thus may sometimes neglect to follow them. ID: DEMO1's degree of tolerance of structure is sufficient for this job.	3.3						
Traits to avoid (in order of importance)		Negative Impact <					
	ID: DEMO1's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
Dogmatic: <i>The tendency to be certain of opinions without sufficiently being open to different ideas</i> Narrative: ID: DEMO1 probably does not have a significant degree of being dogmatic. ID: DEMO1's degree of being dogmatic will NOT hinder performance.	0.0						

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Traits to avoid <i>(in order of importance)</i>	ID: DEMO1's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Negative Impact <
Blunt: <i>The tendency to be frank or direct without being sufficiently tactful or diplomatic</i> Narrative: ID: DEMO1 probably does not have a significant degree of being blunt. ID: DEMO1's degree of being blunt will NOT hinder performance.	0.0							
Defensive: <i>The tendency to be self-accepting without sufficiently intending to improve</i> Narrative: ID: DEMO1 probably does not have a significant degree of defensiveness. ID: DEMO1's degree of defensiveness will NOT hinder performance.	0.3							
Fast But Imprecise: <i>The tendency to work quickly without sufficient attention to detail or accuracy</i> Narrative: ID: DEMO1 probably has an extremely strong tendency to be fast but imprecise. ID: DEMO1 may create problems with quality of output unless monitoring is applied. ID: DEMO1's degree of being fast but imprecise will probably have a negative impact on job satisfaction and/or performance.	7.9							
Precise But Slow: <i>The tendency to be exact or precise without being sufficiently productive</i> Narrative: ID: DEMO1 probably does not have a significant degree of focusing on details to the extent of slowing productivity ID: DEMO1's degree of being precise but slow will NOT hinder performance.	0.0							
Rigidly Meticulous: <i>The tendency to focus on details without sufficiently adapting to change</i> Narrative: ID: DEMO1 probably does not have a significant degree of being rigid related to details and precision. ID: DEMO1's degree of being rigidly meticulous will NOT hinder performance.	0.0							