

Welcome to Career Development

This report identifies your strong interests, task preferences and work environment preferences in the sections below. It is recommended that you seek employment that makes best use of those strong areas as this will increase your work satisfaction and likelihood of success. This report also outlines your tendencies related to interpersonal interactions, providing key points that are your strong areas as well as key areas that you may wish to develop. The motivation section identifies key issues related to your motivation, enabling you to leverage your motivational strengths as well as identify areas for development. If you plan to be in a decision-making role or leadership role, you can also review these sections to better leverage your strengths and plan for areas of development. For career development it is recommended that you select only one or two areas that you think will have the greatest impact on your career and then explore courses or other means of development related to those areas.

Are the scores reliable?

The system checks to see if the answers were completed honestly and while paying sufficient attention. Analysis indicates there is a high likelihood the answers were truthful, accurately self-aware, and completed with sufficient concentration.

Disclaimer: This report is based on more than 20 years of research and applied application in more than 60 countries. Although the algorithms that derive the information have proven to be accurate, every statement is not necessarily correct. Harrison Assessments Int'l, and its associated companies do NOT accept any liability of any kind including negligence related to the accuracy or the use of this information.

Your Task Preferences

The following are tasks you find enjoyable. It would be beneficial to have a career that involves doing most of these tasks (listed in order of importance):

- Analysing facts, problems and decisions
- Doing something that helps others or society
- Making presentations to groups
- Doing tasks that need to be done systematically
- Doing something artistic
- Researching or learning new information

The following are tasks you tend to dislike. It would be beneficial if your career involves doing little of these tasks (listed according to greatest dislike first):

- Driving a vehicle
- Doing clerical work
- Teaching
- Building or making something
- Working with your hands

Your Interests

The following are interests that are important to you. It could be beneficial to incorporate some of these interests into your career:

- Sports

Your Interests

- Finance or Business
- Travel
- Writing or Language
- Health or Medicine
- Selling
- Psychology
- Entertainment
- Legal Matters
- Medical Science

The following are areas in which you lack interest. It would be beneficial to avoid these areas as central aspects of your career:

- Food
- Plants

Your Preferred Work Environment

- You don't mind repetitive tasks.
- You may find it rewarding to have a career that involves working with the general public.
- You work best on your own rather than as part of a team.
- You need to avoid a position that requires sitting for long periods with no opportunity to get up and move around.
- You need to avoid a position that requires standing for long periods.
- You will work best in a quiet working environment.

Your Interpersonal Skills

Generally, you have a reasonably optimistic and positive attitude. This will support your career development. However, you may also be experiencing some tension related to work. However, you are moderately able to deal with stress when it occurs.

You would work best in a career that involves a lot of interaction with people. You are reasonably forthright or frank. You are extremely capable of being tactful. Your ability to be tactful and direct at the same time enables you to maintain good communication in your working relationships. This should help your career and enable you to work more effectively with others. You put forward your own needs strongly. You are reasonably helpful and responsive to others' needs. Thus, you are very good at creating mutually beneficial interactions. This should help you in your career. You tend to be tolerant of people who are blunt. You are reasonably outgoing. You moderately enjoy trying to influence others. You tend to be moderately empathetic and warm.

You tend to be moderately self-critical. You have a moderate interest in self-improvement. Consequently, you may have a few unresolved issues about yourself.

Overall, your interpersonal skills are good and these skills will be an asset in your career.

Your Motivation

You are somewhat self-motivated. You take a great deal of initiative. You prefer work that presents moderate challenges and tasks you know you can achieve, and you are clear and enthusiastic about your goals. You want a great deal of autonomy in your work.

You are highly motivated by (listed in the general order of importance):

- A chance to have decision-making authority
- A chance to take initiative
- An opportunity to earn high pay
- An opportunity to do something worthwhile for society
- A chance to be in a leadership position
- An opportunity to achieve your goals

You will probably be demotivated by (listed in the general order of importance):

- Seeing no opportunity to earn high pay
- Having to work closely with a supervisor
- Goals unrelated to your own
- Feeling stuck in a job

Your Decision-making

You enjoy analysing facts and decisions, and you are extremely willing to assume decision-making authority. You are moderately willing to collaborate with others with regard to making decisions. You are very intuitive and frequently use this intuition in making decisions.

You are somewhat conservative with regard to taking risks, but you are reasonably optimistic about the outcome when you do take risks. You have a very strong tendency to analyse the potential difficulties of plans and strategies, making it more likely that once you come to a decision you will have thought through the important issues.

You normally approach decisions with a reasonably open and reflective mind, however, you have extremely strong opinions. You may occasionally become dogmatic, reducing the effectiveness of your decisions. When making decisions, you nearly always prefer to try a fresh new approach. You enjoy planning, and you prefer to spend a moderate amount of time on details. You tend to be systematic in your approach to plans and decisions. You usually tend to take your time when making important decisions.

Your Leadership

Your clear goals, combined with your enthusiasm, will probably enable you to articulate a vision that will motivate others. You have a strong desire to be in a leadership position. You prefer goals that you know you can achieve, however, your goals are clear at this time. Also, your optimism could also help you motivate others. Your vision or goal genuinely includes benefiting others or society. In this respect, you are more likely to gain a wider support and acceptance. Your natural tendency to plan will help you achieve the objectives of your organization. You have a moderate tendency to try to influence others, and you give moderate importance to trying to enlist the cooperation of others. You are comfortable making presentations to groups and this could be an excellent means of facilitating your leadership.

Your Leadership

You are reasonably self-motivated, but you may need to develop your self-motivation further if you are in a leadership position. You tend to take a great deal of initiative. Consequently you are more likely to be successful in a career and as a leader. However, you may feel tired of having to struggle with obstacles. You tend to be well organised. This could help you to organise the efforts of other people. You will tend to create a reasonably unstructured organization. You are progressive and innovative. This will surely benefit your leadership.

You have a moderate intention to improve yourself. In order to develop as a leader, you will probably need to strengthen that intention. Doing so will also enable you to set a good example for others. You tend to be hard on yourself. This could even cause you to be hard on other people. Developing greater self-acceptance would probably enable you to become more successful as a leader.

You don't care much about working for a capable leader, and you want a great deal of autonomy in your work. This is normal for a leader.

In general, you have reasonably good interpersonal skills which will be of assistance to you in a leadership role. Your tendency to mix and interact directly with the people working under you could enable you to gain a better perspective of your organization. You are moderately warm and empathetic which is probably sufficient for most leadership situations. You tend to be strict with regard to rules. Consequently, your enforcement may be a little too harsh or punitive at times. Your ability to be direct and tactful at the same time will increase the loyalty and motivation of the people you lead. You want others to be truthful, but you only want to be told when it is said very diplomatically.