


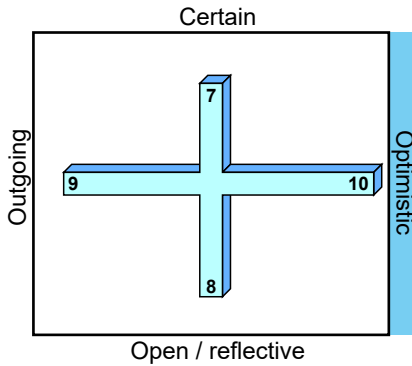
 Probable Hindrance
  Possible Hindrance
  Essential Trait
  Desirable Trait

* This report requires advanced interpretation training or misinterpretation is likely. Ask your Harrison Solutions Partner for details.

OUTLOOK

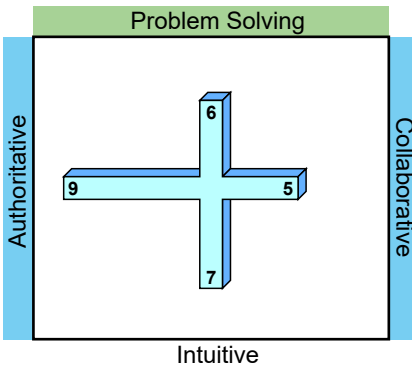
Explores general outlook including future expectations, social interactions, and the way in which one explores and holds opinions.



Is reasonably self-certain but not over-confident.
 Is open-minded and reflective.
 Has a good balance between sticking to opinions and being open-minded.
 Is very outgoing.
 Is generally comfortable making presentations to groups.
 Is extremely optimistic.

DECISIONS

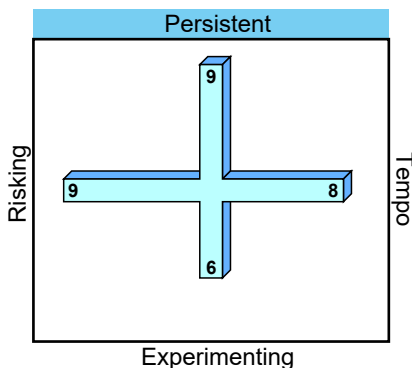
Explores one's decision-making process, including left brain/right brain processes, desire for authority, and group decision-making dynamics.



Makes decisions with a moderate amount of analysis.
 May sometimes tend not to analyze the potential difficulties of plans and strategies.
 May be reasonably intuitive and use this intuition for making decisions.
 Is very willing to assume decision-making authority.
 May make decisions based upon hope rather than on an examination of the facts.
 Gives moderate importance to collaborating with others in the decision-making process.
 May want to make the final decision when collaborating with others.

INNOVATION

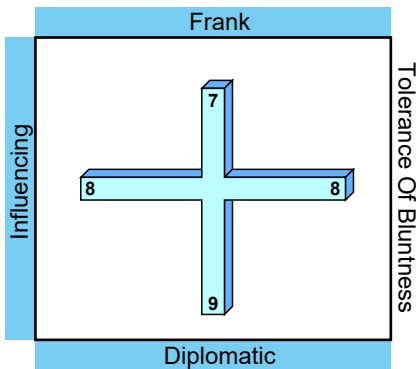
Explores the dynamics of Innovation including one's focus, inventiveness, risk management, and typical pace.



Perseveres with a task despite many obstacles and is very good at the implementation stage of projects.
 Can be moderately progressive and creative, but prefers to avoid occupying a position which requires trying new ways of doing things very frequently.
 Is very willing to take risks.
 May take risks without undertaking sufficient analysis.
 May sometimes take risks without undertaking sufficient analysis.
 Likes to work quickly.

COMMUNICATION

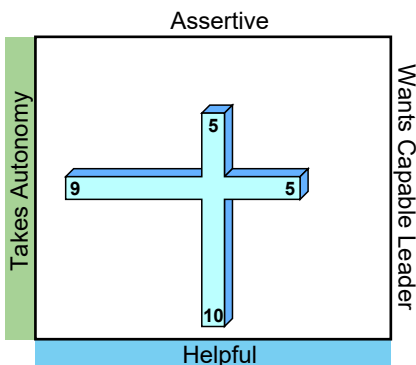
Explores how one communicates with others, including directness, tactfulness, persuasion, and resilience to direct communications.



Is reasonably forthright, frank and to the point.
 Is very capable of being tactful.
 Has a very good balance between being tactful and being direct; consequently is skilled at interpersonal communication.
 Is tolerant of people who are blunt.
 Tries to influence others.

POWER

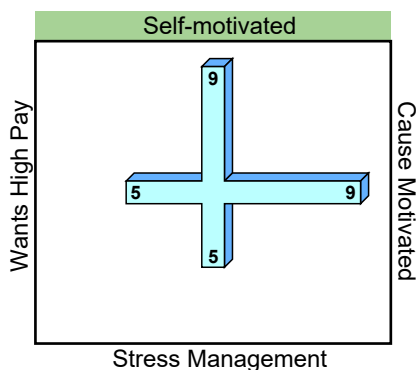
Explores one's tendencies related to authority including personal power, supportiveness, autonomy, and motivation related to a leader.



Can put forward his own needs, but may sometimes hesitate to do so.
 Is extremely helpful and conscious of others' needs.
 Wants autonomy very strongly.
 Tends to take a great deal of initiative.
 Accepts supervision, but prefers a supervisor who is not too authoritative.

MOTIVATION

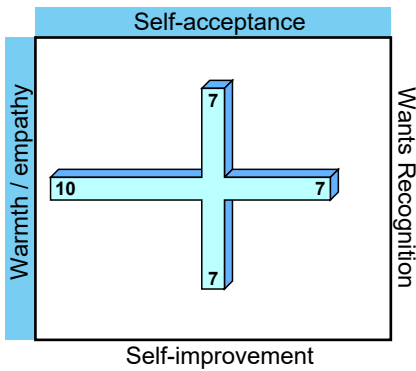
Explores key issues related to Motivation, including self-motivation, "quality of life" motivation, motivation for money, and motivation to help society.



Needs to have very challenging work.
 Is clear about his goals and is motivated toward them.
 Is very self-motivated.
 Can be relaxed while working, but sometimes experiences some tension.
 Is able to deal with stress moderately well.
 Wants to be paid well, but it is a lesser consideration than other factors.
 Has very benevolent intentions. Undertaking work which benefits others/ society is very important to him.
 Tends to follow through on his benevolent actions.
 May sometimes tend to be self-sacrificing.
 Has a moderate desire to have a stable career.

SUPPORT

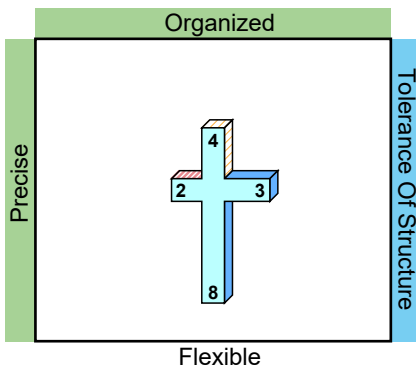
Explores factors that relate to self-improvement including one's "self-talk", drive to improve, need for recognition, and empathy/recognition given to others.



Is extremely empathetic and warm.
 Is reasonably self-accepting.
 Has a reasonably strong intention to improve himself.
 Has a good balance between wanting to improve himself and liking himself the way he is now.
 May want a fair amount of recognition.

ORGANIZATION

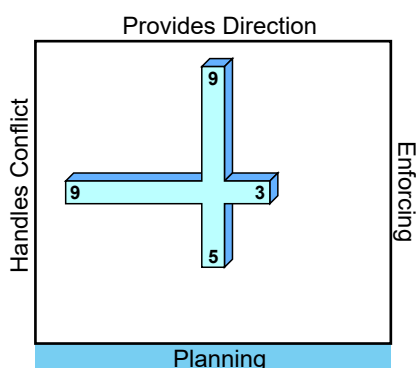
Explores ones tendencies related to creating and maintaining order, adaptivity to change, attention to detail, and comfort with structure.



Usually does the minimum amount of organizing necessary and may occasionally lose efficiency without organizing support from others.
 Is flexible and adaptable to changes.
 Strongly prefers not to do work which requires a significant amount of time to be spent on precision or focusing on details.
 Generally prefers not to do work which involves having to be very systematic.
 May want a significant amount of autonomy from having to follow closely defined procedures and schedules.

LEADERSHIP

Explores key leadership issues including one's tendency to lead with interpersonal skills, plan, manage conflict, and hold others accountable.



Has a very strong desire to lead.
 Has some interest in planning, but probably prefers not to have to spend a great deal of time in a planning role.
 Is very effective at handling conflict.
 May strongly dislike enforcing rules, but will probably do it anyway when it is necessary.