

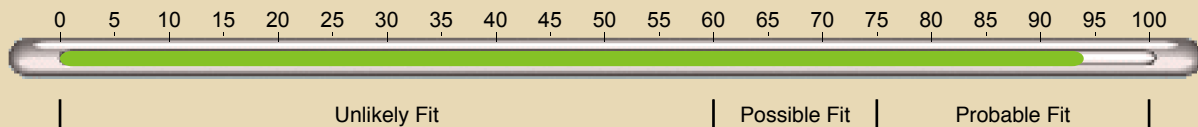
GJ a Udfc Assessment Suitability

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

The green or red ball in each graph indicates the degree of positive (green) or negative (red) impact that the trait is predicted to have on job performance. The ball is always inside a bar graph, which indicates the potential range of impact that the trait 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 you have given to each trait in the Job Success Formula setup.

The suitability assessment includes a technological 'consistency detector' that indicates the reliability of results by analyzing the consistency of the answers on the questionnaire. Joe Bloggs consistency score is 84 which indicates that Joe Bloggs is 96.8% consistent in answering the questionnaire. This indicates a high likelihood that Joe Bloggs was truthful, accurately self-aware, and able to concentrate on the questionnaire.

Overall Percentage of Suitability Fit = 94%



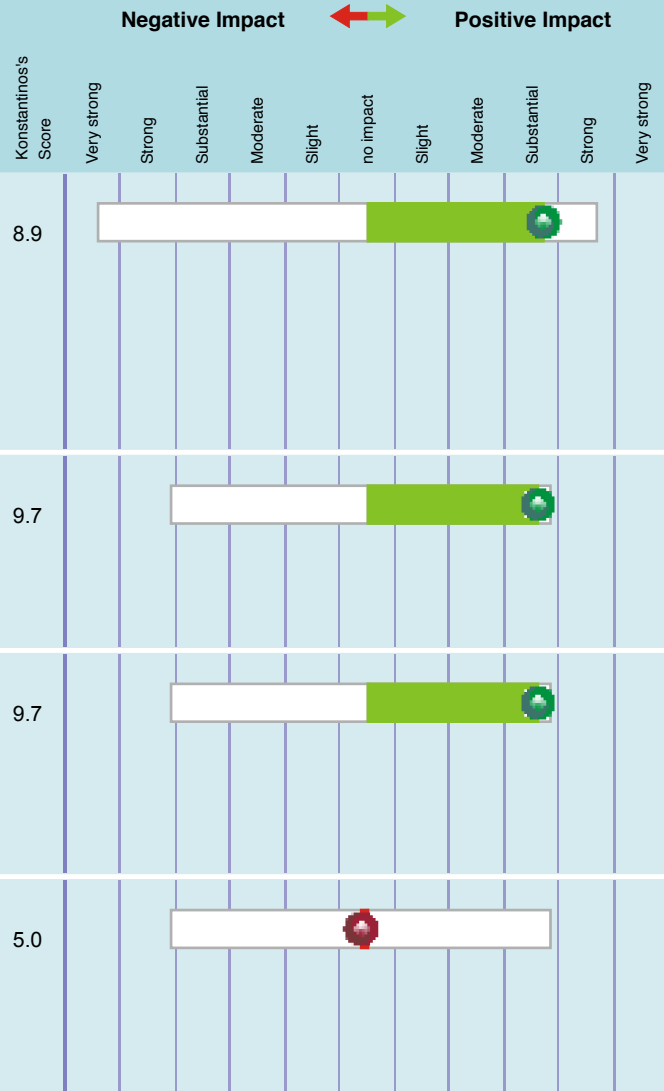
Essential traits (in order of importance)

Essential traits are traits in which, in general, the higher the better the predicted performance.

Takes Initiative:

The tendency to perceive what is necessary to be accomplished and to proceed on one's own

Narrative: Joe Bloggs very often tends to take initiative. This initiative will help him to achieve objectives. It is very important that the employer provide opportunities for initiative and guidelines regarding the type of initiative that can be taken. Otherwise, the initiative could be contrary to expectations. Joe Bloggs degree of initiative will probably have a positive impact on job satisfaction and/or performance.



Analytical:

The tendency to logically examine facts and situations (not necessarily analytical ability)

Narrative: Joe Bloggs tends to frequently analyze problems and decisions and greatly enjoys it. Joe Bloggs tendency to analyze will probably have a positive impact on job satisfaction and/or performance.

Analyzes Pitfalls:

The tendency to scrutinize potential difficulties related to a plan or strategy

Narrative: Joe Bloggs has a very strong tendency to analyze the potential difficulties of plans and strategies. Therefore, Joe Bloggs is likely to be extremely mindful when it comes to making strategic decisions. Joe Bloggs' tendency to analyze potential difficulties will probably have a positive impact on job satisfaction and/or performance.

Influencing:

The tendency to try to persuade others

Narrative: Joe Bloggs probably has only a moderate tendency to persuade or influence others. Although Joe Bloggs may not shy away from trying to influence staff, co-workers, and clients, he probably prefers not to have to do it extensively. Joe Bloggs degree of enjoyment of influencing is sufficient for this job.

Harrison Assessments Suitability

Essential traits (in order of importance)

Essential traits are traits in which, in general, the higher the better the predicted performance.

Negative Impact



Positive Impact

Konstantinos's
Score

Very strong

Strong

Substantial

Moderate

Slight

no impact

Slight

Moderate

Substantial

Strong

Very strong

Persistent:

The tendency to be tenacious despite encountering significant obstacles
Narrative: Joe Bloggs is determined and perseveres with a task despite many obstacles. Konstantinos's degree of enjoyment of persistence will probably have a somewhat positive impact on job satisfaction and/or performance.

8.1



Wants Challenge:

The willingness to attempt difficult tasks or goals
Narrative: Joe Bloggs is very motivated by challenging tasks or projects and needs challenging work. Joe Bloggs strongly prefers an employer who is able to offer challenging work. His strong drive for achievement will probably be a good example for others. Joe Bloggs degree of drive to achieve challenging objectives will probably have a somewhat positive impact on job satisfaction and/or performance.

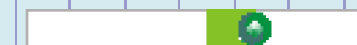
8.9



Enlists Cooperation:

The tendency to invite others to participate in or join an effort
Narrative: Joe Bloggs moderately enjoys enlisting the co-operating of others. Joe Bloggs degree of enjoyment related to enlisting the co-operation of others will probably have a slightly positive impact on job satisfaction and/or performance.

6.0



Desirable traits (in order of importance)

Desirable traits are traits in which low scores can hinder performance. However, high scorers do not necessarily perform better than moderate scorers.

Negative Impact



Konstantinos's
Score

Very strong

Strong

Substantial

Moderate

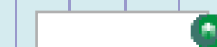
Slight

no impact

Enthusiastic:

The tendency to be eager and excited toward one's own goals
Narrative: Joe Bloggs tends to be very enthusiastic about his goals. If Joe Bloggs goals are in alignment with the organization's objectives, he will probably have a strong drive to achieve those objectives. Joe Bloggs degree of enthusiasm for his goals is sufficient for this job.

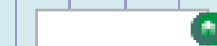
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Optimistic:

The tendency to believe the future will be positive
Narrative: Joe Bloggs may tend to be moderately optimistic and cheerful. Joe Bloggs may occasionally need to adjust his attitude to be a little more positive when it comes to dealing with staff and co-workers. A more positive attitude would also support the sales process. Joe Bloggs degree of optimism is sufficient for this job.

5.6



Planning:

The tendency to formulate ideas related to the steps and process of accomplishing an objective
Narrative: Joe Bloggs enjoys planning and probably tends to do it often. Konstantinos's degree of enjoyment of planning is sufficient for this job.

8.2

