

# Report for Andrew Jones

Date of completion 04/19/2019



Career Options



This introduction enables you to better understand how to get the most from your Harrison Reports.

## 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 potential derailers.

## Enjoyment Performance Theory - The first of two Harrison Theories



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, reinforcing our 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, reinforcing our dislike to be an 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

Each questionnaire result has a reliability percentage, which is displayed in the upper left on the first page of each report. Eighty percent or greater indicates 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.

## Harrison Paradox Theory - The Second of Two Theories

A paradox is two ideas that may appear contradictory but are in fact both true. For example, 'Sometimes less is more' seems contradictory but most people have experienced that fewer words can sometimes communicate more effectively.

This report focuses on 12 pairs of paradoxical traits which may appear to be opposite but are in fact complementary and synergistic. You will have a genuine strength if you are strong on both traits of a paradoxical pair. For example, being both frank and diplomatic is more likely to achieve the goal of getting one's communication across. Conversely, if only one trait of a paradoxical pair is strong, the apparent strength becomes a derailer with likely unintended consequences. For example, frankness without diplomacy is bluntness which is likely to hinder getting one's communication across.

For more information on Harrison Paradox Theory, see the Paradox Report.

**REPORT FOR**

Andrew Jones

**DATE OF COMPLETION**

04/19/2019

**RELIABILITY - 99.2%**

Answers were very likely  
accurate and truthful

**ORGANIZATION**

Dawson Consulting  
Group

## Welcome to Career Options

Your career choice is one of the most important decisions you will make in your life. The Career Options report is a valuable tool for starting, changing, and developing your career. It measures 175 factors including your task preferences, motivations, work environment preferences, interests, and interpersonal preferences. The system compares your preferences to the requirements of 683 career options to determine the careers you are most likely to enjoy. Please note this is an assessment of Suitability (how likely you are to enjoy a particular career). It is not an assessment of your education, experience, or ability to perform specific tasks. You will need to consider these factors separately.

## Instructions

The Career Options report is designed to provide you with more information so you can make more informed decisions about your future. Use the information below to help you validate your initial thoughts and investigate career options you may not have previously considered.

Your careers are listed in order of your career satisfaction or suitability. The Career Satisfaction scores are to the right of each career in percentages. The highest possible score is 100%. A score of 80 or greater indicates this career is likely a good match for your preferences and that it is worth investigating further. However, don't decide on a career just because it has a high score. You also need to review job descriptions, educational requirements, future prospects for employment and other relevant details to see if it meets your requirements.

It is a good idea to short list the careers that you want to learn more about. You can then generate a Career Enjoyment Analysis report to look into the specific tasks and traits required for that career to get a deeper understanding of what you will and will not enjoy about it.

## Success & Happiness

Our research has shown that people who enjoy at least 75% of the main tasks of their job are three times more likely to be successful in that job. Performance Enjoyment Theory states very simply that the more we enjoy a task, the more we perform it and consequently the better we get at it. When you think about your career choice in this way you realize that enjoying your career is not only important for your happiness, it is vitally important for your success.

## Career scores

The scores related to each career are intended to point you in the right direction while exploring your career choices. A high score doesn't mean that you should select that career. Rather, it means you would probably enjoy most of the tasks, subjects, and interactions that are typically related to that career. However, there may be specific jobs within a career that are somewhat different and thus, in some cases, you might find a job that you like within a career that scores low, or you might not prefer a specific job within a career where you score high. However, by understanding your preferences related to a career, you are in a better position to ask the right questions related to a specific job.

## Next steps

Career suitability is a good starting place to explore your career but you also need to consider other factors such as educational requirements, likelihood of being selected, career development opportunities, and pay scales.

Get as much information about your short-listed careers as possible. You can speak with a Career Counsellor or School Guidance Counsellor in addition to looking up the career and reading about it on the internet. If you know someone who works in that career, call them and ask if they wouldn't mind discussing it with you. Most people will be more than happy to help you. You could also contact a related professional organization or call employers who have advertised job openings for this career.

Remember only you know what truly appeals to you. The Career Navigator can provide valuable insight and information, but as always the final decision is yours. Good luck!

## Further Information

For further information about salaries, availability, training and career descriptions, use an internet search engine to discover more careers in your country. For example, you can find the United States government publication of the Occupational Outlook Handbook online at <http://www.bls.gov/ooh> or you can explore the home site on <http://www.bls.gov>. You can also find the Occupational Outlook Handbook at your local library.

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.

## Displays careers that could require a Bachelor's degree

### Careers which have a very high enjoyment percentage and suitability

Career Name	Career Satisfaction Level
Human Services Worker	97.1%
Career Counselor	95.0%

### Careers which have a high enjoyment percentage and suitability

Career Name	Career Satisfaction Level
Social Worker	88.7%
Salesperson with Closing Emphasis	86.6%
Vocational Rehabilitation Specialist	86.2%
Director of Religious Activities	86.1%
Youth Worker	83.9%
Marriage and Family Counsellor	83.5%
Motion Picture Camera Operator	83.4%
Salesperson with Prospecting and Closing Emphasis	83.2%
Producer	81.9%
Film/Television Director	80.5%

### Careers which have a reasonable enjoyment percentage and suitability

Career Name	Career Satisfaction Level
Sound Equipment Technician	79.5%
Psychiatric/Medical Social Worker	78.8%
Receptionist	75.8%
Lighting Technician	75.8%
Computer Support Specialist	74.9%
Hotel Desk Clerk	74.8%
Religious Leader	74.7%
Multimedia Production Specialist	74.4%

## Careers which have a reasonable enjoyment percentage and suitability

Career Name	Career Satisfaction Level
Film Editor	74.4%
Printed Circuit Board Engineer	72.8%