HARRISON assessments

REPORT FOR
Sashmita Nayak

DATE OF COMPLETION
21/08/2023

RELIABILITY - 98.0%
Answers were very likely accurate and truthful

ORGANIZATION
Ravishankar-CP DemoSystem

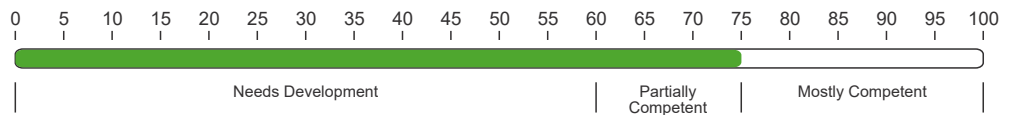**VIEW INSTRUCTIONAL VIDEO**
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AIM & SUCCEED

Emerging Leader Summary Overview

This overview shows how the employee scores for each behavioral competency within the Emerging Leader set.

Overall Score

Sashmita scores 75 against the Emerging Leader competency set. This indicates that he/she is mostly competent for the Emerging Leader competency set. However, development in some areas would be beneficial to further success.

Total Competency Percentage = 75%

Competencies
(in order of importance)

Competency	Importance	Score
Communication: *Promotes clear understandings, presents clear ideas, speaks up regarding concerns, listens effectively, provides timely and helpful information, and takes responsibility to confirm that communications are received.*	Very Essential	47%
Energizing People: *Motivates others to achieve goals, articulates a common vision, engages team members, relates openly, and empowers others to achieve.*	Very Essential	66%
Learning Agility: *Gains knowledge from experiences, successes, and mistakes, and applies that knowledge to new situations or responsibilities.*	Very Essential	85%
Problem Solving: *Is perceptive and logical when identifying problems, finds the source or cause of problems, and thinks through potential difficulties of the solution steps.*	Very Essential	84%
Resilience and Perseverance: *Persists in the face of adversity, obstacles, or setbacks including effectively managing a crisis and quickly adapting to change.*	Very Essential	76%

Competencies
(in order of importance)

Competencies	Importance	Score	
Achievement Orientation: Consistently achieves objectives, accepts difficult challenges, seizes opportunities, and has a high level of energy and enthusiasm.	Essential	65%	
Impact and Influence: Influences others to achieve goals, enlists their cooperation, appeals to their interests, builds trust, and negotiates mutually beneficial and sustainable agreements.	Essential	61%	
Innovation: Experiments with different ways to improve processes, efficiency, and/or effectiveness while maintaining focus on the desired objective or result.	Essential	83%	
Leading People: Takes responsibility to achieve the organization's mission, provides clear direction, promotes team participation and cooperation, and accepts decision-making authority.	Essential	62%	
Strategic Thinking: Creates effective strategies and long-term plans that seize opportunities, anticipates emerging issues and risks, draws from previous experiences, explores industry information, and collaborates with the right individuals.	Essential	81%	

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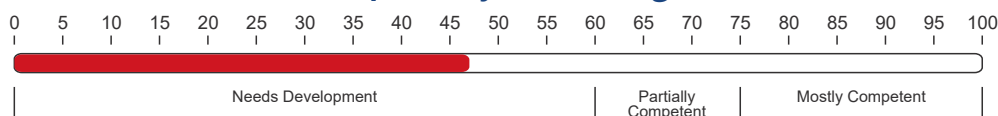
AIM & SUCCEED

Communication

Promotes clear understandings, presents clear ideas, speaks up regarding concerns, listens effectively, provides timely and helpful information, and takes responsibility to confirm that communications are received.

This report identifies the specific factors related to Communication and shows how the employee's score for each related factor impacts success for this behavioral competency.

Overall Score

Sashmita scores 47 on Communication which indicates Sashmita probably has a large gap between her behavior and the requirements for this competency which is likely to have some negative impact on job performance.

Total Competency Percentage = 47%
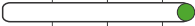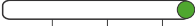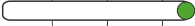
| 0 | 5 | 10 | 15 | 20 | 25 | 30 | 35 | 40 | 45 | 50 | 55 | 60 | 65 | 70 | 75 | 80 | 85 | 90 | 95 | 100 |

Needs Development | Partially Competent | Mostly Competent

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Collaborative: *The tendency to collaborate with others when making decisions* Narrative: Sashmita enjoys collaboration and is probably quite willing to collaborate with others with regard to making important decisions. This will probably have a slightly positive impact on this behavioral competency.	8.2							●				
Forthright Diplomacy: *The tendency to be forthright and respectful at the same time* Narrative: Sashmita has a reasonable degree of tendency to be forthright and respectful at the same time. This will probably be sufficient for this behavioral competency.	6.5				●							
Healthy Self-Esteem: *The tendency to accept oneself while at the same time trying to improve oneself* Narrative: Sashmita has a tendency to accept oneself while at the same time trying to improve oneself. This will probably be sufficient for this behavioral competency.	7.7					●						

HARRISON assessments

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Helpful: *The tendency to respond to others' needs and assist or support others to achieve their goals* Narrative: Sashmita tends to be moderately helpful and has a moderate awareness of others' needs. This will probably have a slightly negative impact on this behavioral competency.	6.1					●						
Influencing: *The tendency to try to persuade others* Narrative: Sashmita probably has only a moderate tendency to persuade or influence others. Although Sashmita may not shy away from trying to influence staff, co-workers and clients, she probably prefers not to have to do it extensively. This will probably have a slightly negative impact on this behavioral competency.	5.2				●							
Open / reflective: *The tendency to reflect on many different viewpoints* Narrative: Sashmita enjoys reflecting on different ideas and opinions and is generally open-minded. Sashmita is likely to be good at brainstorming. This will probably have a slightly positive impact on this behavioral competency.	7.8						●					
Takes Initiative: *The tendency to perceive what is necessary to be accomplished and to proceed on one's own* Narrative: Sashmita will probably tend to take some initiative. If a great deal of initiative is required, it may be necessary to provide a little encouragement and guidelines related to the initiative that can be taken. In that case, Sashmita is likely to respond. This will probably be sufficient for this behavioral competency.	7.3						●					
Tolerance Of Bluntness: *The level of comfort related to receiving abrupt or frank communications from others* Narrative: Sashmita is fairly tolerant of people who are blunt. This will probably be sufficient for this behavioral competency.	7.1						●					
Truth Exploring: *The tendency to explore different viewpoints and formulate conclusions without becoming fixed in one's opinions* Narrative: Sashmita has a moderate tendency to explore different viewpoints and formulate conclusions without becoming fixed in one's opinions. This will probably have a slightly negative impact on this behavioral competency.	5.7					●						

Desirable traits
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Analytical: *The tendency to logically examine facts and situations (not necessarily analytical ability)* Narrative: Sashmita often analyzes problems and decisions and usually enjoys it. This will probably be sufficient for this behavioral competency.	6.9						●	
Diplomatic: *The tendency to state things in a tactful manner* Narrative: Sashmita may tend to lack diplomacy when communicating. This will probably have a somewhat negative impact on this behavioral competency.	3.4				●			
Frank: *The tendency to be straightforward, direct, to the point, and forthright* Narrative: Sashmita is extremely capable of being frank and tends to state things in a very direct manner. This will probably be sufficient for this behavioral competency.	9.6						●	
Optimistic: *The tendency to believe the future will be positive* Narrative: Sashmita tends to be optimistic and cheerful. Sashmita's positive attitude will be beneficial when dealing with staff and co-workers. This will probably be sufficient for this behavioral competency.	7.6						●	
Outgoing: *The tendency to be socially extroverted and the enjoyment of meeting new people* Narrative: Sashmita probably only moderately enjoys meeting new people and is probably neither outgoing nor reserved. This will probably be sufficient for this behavioral competency.	5.2						●	
Relaxed: *The tendency to feel at ease or calm while working* Narrative: Sashmita is probably only moderately relaxed while working and may at times be a little tense. This will probably be sufficient for this behavioral competency.	4.9						●	
Self-Acceptance: *The tendency to like oneself ("I'm O.K. the way I am")* Narrative: Sashmita is moderately self-accepting. This will probably be sufficient for this behavioral competency.	5.8						●	
Self-Improvement: *The tendency to attempt to develop or better oneself* Narrative: Sashmita has a very strong intention to improve herself. This will probably be sufficient for this behavioral competency.	9.5						●	

Desirable traits
(in order of importance)

Negative Impact <

Trait	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
Team: *The enjoyment of working closely in a co-operative team effort (not necessarily the ability to do so)* Narrative: Sashmita moderately enjoys working in a team. This will probably be sufficient for this behavioral competency.	6.2					●(green)	
Tempo: *The enjoyment of work that needs to be done quickly* Narrative: Sashmita likes to work at an unhurried pace and prefers to avoid doing work that requires a rapid pace. This will probably have a somewhat negative impact on this behavioral competency.	2.5			●(yellow)			
Tolerance Of Evasiveness: *The level of comfort related to dealing with people who are indirect or lacking in frankness* Narrative: Sashmita may sometimes have a low tolerance of people who are evasive. This will probably have a somewhat negative impact on this behavioral competency.	3.6				●(yellow)		
Warmth / empathy: *The tendency to express positive feelings and affinity toward others* Narrative: Sashmita very often expresses warmth and empathy. This will probably be sufficient for this behavioral competency.	8.6					●(green)	
Writing / language: *The interest in work that involves formulating words to convey meaning (i.e., journalism or translator)* Narrative: Sashmita is very interested in writing or language. This will probably be sufficient for this behavioral competency.	9.0					●(green)	
Assertive: *The tendency to put forward personal wants and needs* Narrative: Sashmita often hesitates to put forward her own needs. This will probably have a slightly negative impact on this behavioral competency.	3.3					●(yellow)	
Manages Stress Well: *The tendency to deal effectively with strain and difficulty when it occurs* Narrative: Sashmita may sometimes have a little difficulty managing stress. This will probably be sufficient for this behavioral competency.	4.4					●(green)	

HARRISON assessments

Traits to avoid
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	

	Sashmita's Score	Chart
Blunt: *The tendency to be frank or direct without being sufficiently tactful or diplomatic* Narrative: Sashmita probably has a strong tendency to be blunt. Sashmita may unnecessarily be disruptive or create employee turnover as a result of her communication style unless this tendency is monitored. This will probably have a negative impact on this behavioral competency.	**6.2**	
Defensive: *The tendency to be self-accepting without sufficiently intending to improve* Narrative: Sashmita probably does not have a significant degree of defensiveness. This will probably NOT hinder this behavioral competency.	**0.0**	
Dogmatic: *The tendency to be certain of opinions without sufficiently being open to different ideas* Narrative: Sashmita probably does not have a significant degree of being dogmatic. This will probably NOT hinder this behavioral competency.	**0.0**	
Dominating: *The tendency to be assertive of one's needs without sufficiently being helpful to others* Narrative: Sashmita probably does not have a significant degree of being dominating. This will probably NOT hinder this behavioral competency.	**0.0**	
Harsh: *The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic* Narrative: Sashmita probably does not have a significant tendency to be harsh or overly strict. This will probably NOT hinder this behavioral competency.	**0.0**	
Permissive: *The tendency to be warm and empathetic without sufficiently enforcing rules or holding others accountable* Narrative: Sashmita probably has a slight tendency to be permissive. Sashmita may be a little lenient with subordinates regarding following the rules or performing to their potential. This will probably NOT hinder this behavioral competency.	**2.9**	
Authoritarian: *The tendency to make decisions independently without sufficiently collaborating with others* Narrative: Sashmita probably does not have a significant degree of making decisions without sufficiently collaborating. This will probably NOT hinder this behavioral competency.	**0.2**	

Traits to avoid
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Avoids Communication: *The tendency to lack the combination of frankness and diplomacy* Narrative: Sashmita probably has no significant tendency to lack the combination of frankness and diplomacy. This will probably NOT hinder this behavioral competency.	0.0			◯━━━━━━●				
Evasive: *The tendency to be tactful without being sufficiently direct* Narrative: Sashmita probably does not have a significant degree of being evasive. This will probably NOT hinder this behavioral competency.	0.0			◯━━━━━━●				
Insensitive: *The tendency to be assertive with one's own needs without being sufficiently warm and empathetic* Narrative: Sashmita probably does not have a significant degree of being insensitive. This will probably NOT hinder this behavioral competency.	0.0			◯━━━━━━●				

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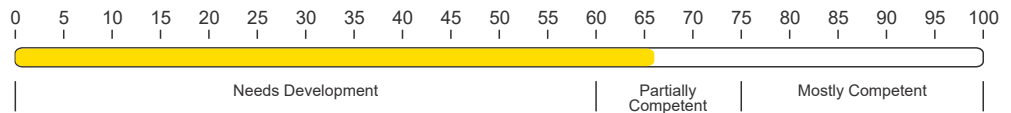
AIM & SUCCEED

Energizing People

Motivates others to achieve goals, articulates a common vision, engages team members, relates openly, and empowers others to achieve.

This report identifies the specific factors related to Energizing People and shows how the employee's score for each related factor impacts success for this behavioral competency.

Overall Score

Sashmita scores 66 on Energizing People which indicates Sashmita probably has a moderate gap between her behavior and the requirements for this competency which indicates a potential for improvement.

Total Competency Percentage = 66%

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Needs Development | Partially Competent | Mostly Competent

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Cause Motivated: *The tendency to be motivated to help society* Narrative: Undertaking work that benefits others/society is moderately important to Sashmita. This will probably have a slightly negative impact on this behavioral competency.	5.9					◯						
Collaborative: *The tendency to collaborate with others when making decisions* Narrative: Sashmita enjoys collaboration and is probably quite willing to collaborate with others with regard to making important decisions. This will probably have a slightly positive impact on this behavioral competency.	8.2							●				
Enlists Cooperation: *The tendency to invite others to participate in or join an effort* Narrative: Sashmita only moderately enjoys enlisting the cooperation of others. This will probably have a somewhat negative impact on this behavioral competency.	4.9				◯							

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

Trait	Sashmita's Score	Chart
Enthusiastic: *The tendency to be eager and excited toward one's own goals* Narrative: Sashmita tends to be very enthusiastic about her goals. If Sashmita's goals are in alignment with the organization's objectives, she will probably have a strong drive to achieve those objectives. This will probably have a somewhat positive impact on this behavioral competency.	8.9	Moderate (positive)
Influencing: *The tendency to try to persuade others* Narrative: Sashmita probably has only a moderate tendency to persuade or influence others. Although Sashmita may not shy away from trying to influence staff, co-workers and clients, she probably prefers not to have to do it extensively. This will probably have a somewhat negative impact on this behavioral competency.	5.2	Moderate (negative)
Optimistic: *The tendency to believe the future will be positive* Narrative: Sashmita tends to be optimistic and cheerful. Sashmita's positive attitude will be beneficial when dealing with staff and co-workers. This will probably have a slightly positive impact on this behavioral competency.	7.6	Slight (positive)
Wants Challenge: *The willingness to attempt difficult tasks or goals* Narrative: Sashmita is highly motivated by difficult tasks or projects and has a strong need for challenging work. Sashmita will probably only remain with an employer who is able to offer challenging work. Her strong drive for achievement will probably be a good example for others. This will probably have a positive impact on this behavioral competency.	9.5	Substantial (positive)

Chart column headers (left to right): Very strong, Strong, Substantial, Moderate, Slight, No impact, Slight, Moderate, Substantial, Strong, Very strong

Desirable traits
(in order of importance)

Negative Impact <

Trait	Sashmita's Score	Chart
Diplomatic: *The tendency to state things in a tactful manner* Narrative: Sashmita may tend to lack diplomacy when communicating. This will probably have a somewhat negative impact on this behavioral competency.	3.4	Moderate (negative)
Helpful: *The tendency to respond to others' needs and assist or support others to achieve their goals* Narrative: Sashmita tends to be moderately helpful and has a moderate awareness of others' needs. This will probably be sufficient for this behavioral competency.	6.1	Slight

Chart column headers (left to right): Very strong, Strong, Substantial, Moderate, Slight, No impact

Desirable traits
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	

Self-Acceptance:
The tendency to like oneself ("I'm O.K. the way I am")
Narrative: Sashmita is moderately self-accepting. This will probably be sufficient for this behavioral competency.
Score: 5.8

Self-Improvement:
The tendency to attempt to develop or better oneself
Narrative: Sashmita has a very strong intention to improve herself. This will probably be sufficient for this behavioral competency.
Score: 9.5

Takes Initiative:
The tendency to perceive what is necessary to be accomplished and to proceed on one's own
Narrative: Sashmita will probably tend to take some initiative. If a great deal of initiative is required, it may be necessary to provide a little encouragement and guidelines related to the initiative that can be taken. In that case, Sashmita is likely to respond. This will probably be sufficient for this behavioral competency.
Score: 7.3

Teaching:
The enjoyment of instructing, training, or educating others
Narrative: Sashmita is only moderately interested in teaching or instructing others. This will probably be sufficient for this behavioral competency.
Score: 5.3

Warmth / empathy:
The tendency to express positive feelings and affinity toward others
Narrative: Sashmita very often expresses warmth and empathy. This will probably be sufficient for this behavioral competency.
Score: 8.6

Experimenting:
The tendency to try new things and new ways of doing things
Narrative: Sashmita generally enjoys trying new things and sometimes experiments with new ways of doing things. This will probably be sufficient for this behavioral competency.
Score: 7.0

Outgoing:
The tendency to be socially extroverted and the enjoyment of meeting new people
Narrative: Sashmita probably only moderately enjoys meeting new people and is probably neither outgoing nor reserved. This will probably be sufficient for this behavioral competency.
Score: 5.2

Analytical:
The tendency to logically examine facts and situations (not necessarily analytical ability)
Narrative: Sashmita often analyzes problems and decisions and usually enjoys it. This will probably be sufficient for this behavioral competency.
Score: 6.9

Desirable traits
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Frank: *The tendency to be straightforward, direct, to the point, and forthright* Narrative: Sashmita is extremely capable of being frank and tends to state things in a very direct manner. This will probably be sufficient for this behavioral competency.	9.6				●——○			
Manages Stress Well: *The tendency to deal effectively with strain and difficulty when it occurs* Narrative: Sashmita may sometimes have a little difficulty managing stress. This will probably be sufficient for this behavioral competency.	4.4				●——○			
Open / reflective: *The tendency to reflect on many different viewpoints* Narrative: Sashmita enjoys reflecting on different ideas and opinions and is generally open-minded. Sashmita is likely to be good at brainstorming. This will probably be sufficient for this behavioral competency.	7.8					●——○		
Relaxed: *The tendency to feel at ease or calm while working* Narrative: Sashmita is probably only moderately relaxed while working and may at times be a little tense. This will probably be sufficient for this behavioral competency.	4.9					●——○		
Tolerance Of Bluntness: *The level of comfort related to receiving abrupt or frank communications from others* Narrative: Sashmita is fairly tolerant of people who are blunt. This will probably be sufficient for this behavioral competency.	7.1						●—○	

Traits to avoid
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Defensive: *The tendency to be self-accepting without sufficiently intending to improve* Narrative: Sashmita probably does not have a significant degree of defensiveness. This will probably NOT hinder this behavioral competency.	0.0		●——————○					
Dogmatic: *The tendency to be certain of opinions without sufficiently being open to different ideas* Narrative: Sashmita probably does not have a significant degree of being dogmatic. This will probably NOT hinder this behavioral competency.	0.0			●————○				

HARRISON assessments

Traits to avoid
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact

Harsh:
The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic

Narrative: Sashmita probably does not have a significant tendency to be harsh or overly strict. This will probably NOT hinder this behavioral competency.

Score: 0.0

Blunt:
The tendency to be frank or direct without being sufficiently tactful or diplomatic

Narrative: Sashmita probably has a strong tendency to be blunt. Sashmita may unnecessarily be disruptive or create employee turnover as a result of her communication style unless this tendency is monitored. This will probably have a somewhat negative impact on this behavioral competency.

Score: 6.2

Avoids Communication:
The tendency to lack the combination of frankness and diplomacy

Narrative: Sashmita probably has no significant tendency to lack the combination of frankness and diplomacy. This will probably NOT hinder this behavioral competency.

Score: 0.0

Dominating:
The tendency to be assertive of one's needs without sufficiently being helpful to others

Narrative: Sashmita probably does not have a significant degree of being dominating. This will probably NOT hinder this behavioral competency.

Score: 0.0

Permissive:
The tendency to be warm and empathetic without sufficiently enforcing rules or holding others accountable

Narrative: Sashmita probably has a slight tendency to be permissive. Sashmita may be a little lenient with subordinates regarding following the rules or performing to their potential. This will probably NOT hinder this behavioral competency.

Score: 2.9

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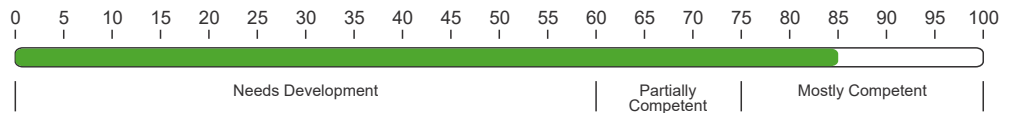
AIM & SUCCEED

Learning Agility

Gains knowledge from experiences, successes, and mistakes, and applies that knowledge to new situations or responsibilities.

This report identifies the specific factors related to Learning Agility and shows how the employee's score for each related factor impacts success for this behavioral competency.

Overall Score

Sashmita scores 85 on Learning Agility which indicates Sashmita probably exhibits the expected behavior that fulfills this competency with only a small gap between her behavior and the ideal behavior for this competency.
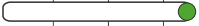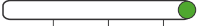
Total Competency Percentage = 85%

| 0 | 5 | 10 | 15 | 20 | 25 | 30 | 35 | 40 | 45 | 50 | 55 | 60 | 65 | 70 | 75 | 80 | 85 | 90 | 95 | 100 |

Needs Development — Partially Competent — Mostly Competent

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

Trait	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Self-Improvement: *The tendency to attempt to develop or better oneself* — Narrative: Sashmita has a very strong intention to improve herself. This will probably have a positive impact on this behavioral competency.	9.5									●		
Analytical: *The tendency to logically examine facts and situations (not necessarily analytical ability)* — Narrative: Sashmita often analyzes problems and decisions and usually enjoys it. This will probably be sufficient for this behavioral competency.	6.9						●					
Collaborative: *The tendency to collaborate with others when making decisions* — Narrative: Sashmita enjoys collaboration and is probably quite willing to collaborate with others with regard to making important decisions. This will probably have a slightly positive impact on this behavioral competency.	8.2							●				

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

Trait	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Open / reflective: *The tendency to reflect on many different viewpoints* — Narrative: Sashmita enjoys reflecting on different ideas and opinions and is generally open-minded. Sashmita is likely to be good at brainstorming. This will probably have a slightly positive impact on this behavioral competency.	7.8							●				
Receives Correction: *The tendency to accept guidance intended to improve performance* — Narrative: Sashmita's preferences indicate she is probably moderately receptive to corrective feedback. This will probably be sufficient for this behavioral competency.	7.3					●						
Research / learning: *The enjoyment of gathering and comprehending new information* — Narrative: Sashmita very much enjoys researching and learning new information. This will probably have a somewhat positive impact on this behavioral competency.	8.7								●			
Takes Initiative: *The tendency to perceive what is necessary to be accomplished and to proceed on one's own* — Narrative: Sashmita will probably tend to take some initiative. If a great deal of initiative is required, it may be necessary to provide a little encouragement and guidelines related to the initiative that can be taken. In that case, Sashmita is likely to respond. This will probably be sufficient for this behavioral competency.	7.3					●						

Desirable traits
(in order of importance)

Negative Impact <

Trait	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
Analyzes Pitfalls: *The tendency to scrutinize potential difficulties related to a plan or strategy* — Narrative: Sashmita has a strong natural tendency to analyze the potential difficulties of plans and strategies. Therefore, Sashmita is likely to be very mindful when it comes to making strategic decisions. This will probably be sufficient for this behavioral competency.	9.1					●	
Experimenting: *The tendency to try new things and new ways of doing things* — Narrative: Sashmita generally enjoys trying new things and sometimes experiments with new ways of doing things. This will probably be sufficient for this behavioral competency.	7.0					●	

Desirable traits
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Flexible: *The tendency to easily adapt to change* Narrative: Sashmita tends to be quite adaptive and comfortable with change. This will probably be sufficient for this behavioral competency.	7.5						●	
Optimistic: *The tendency to believe the future will be positive* Narrative: Sashmita tends to be optimistic and cheerful. Sashmita's positive attitude will be beneficial when dealing with staff and co-workers. This will probably be sufficient for this behavioral competency.	7.6						●	
Planning: *The tendency to formulate ideas related to the steps and process of accomplishing an objective* Narrative: Sashmita enjoys planning and probably tends to do it often. This will probably be sufficient for this behavioral competency.	7.9						●	

Traits to avoid
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Authoritarian: *The tendency to make decisions independently without sufficiently collaborating with others* Narrative: Sashmita probably does not have a significant degree of making decisions without sufficiently collaborating. This will probably NOT hinder this behavioral competency.	0.2						●	
Avoids Communication: *The tendency to lack the combination of frankness and diplomacy* Narrative: Sashmita probably has no significant tendency to lack the combination of frankness and diplomacy. This will probably NOT hinder this behavioral competency.	0.0						●	
Avoids Decisions: *The tendency to avoid decision-making authority as well as collaborative decisions-making* Narrative: Sashmita probably has no significant tendency to avoid decision-making authority as well as collaborative decisions-making. This will probably NOT hinder this behavioral competency.	0.0						●	

Traits to avoid
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
Defensive: *The tendency to be self-accepting without sufficiently intending to improve* Narrative: Sashmita probably does not have a significant degree of defensiveness. This will probably NOT hinder this behavioral competency.	0.0						●
Dogmatic: *The tendency to be certain of opinions without sufficiently being open to different ideas* Narrative: Sashmita probably does not have a significant degree of being dogmatic. This will probably NOT hinder this behavioral competency.	0.0						●

HARRISON assessments

REPORT FOR
Sashmita Nayak

DATE OF COMPLETION
21/08/2023

RELIABILITY - 98.0%
Answers were very likely accurate and truthful

ORGANIZATION
Ravishankar-CP DemoSystem

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AIM & SUCCEED

Resilience and Perseverance

Persists in the face of adversity, obstacles, or setbacks including effectively managing a crisis and quickly adapting to change.

This report identifies the specific factors related to Resilience and Perseverance and shows how the employee's score for each related factor impacts success for this behavioral competency.

Overall Score

Sashmita scores 76 on Resilience and Perseverance which indicates Sashmita probably exhibits the expected behavior that fulfills this competency with only a small gap between her behavior and the ideal behavior for this competency.

Total Competency Percentage = 76%

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Needs Development | Partially Competent | Mostly Competent

Essential traits (in order of importance)	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Negative Impact < > Positive Impact												
Authoritative: *The desire for decision-making authority and the willingness to accept decision-making responsibility* Narrative: Sashmita likes to have decision-making authority and is willing to accept responsibility. This will probably have a slightly positive impact on this behavioral competency.	8.4							●				
Optimistic: *The tendency to believe the future will be positive* Narrative: Sashmita tends to be optimistic and cheerful. Sashmita's positive attitude will be beneficial when dealing with staff and co-workers. This will probably have a slightly positive impact on this behavioral competency.	7.6						●					
Persistent: *The tendency to be tenacious despite encountering significant obstacles* Narrative: Sashmita is determined and perseveres with a task despite many obstacles. This will probably be sufficient for this behavioral competency.	7.5						●					

HARRISON assessments

Essential traits

(in order of importance)

Negative Impact < > Positive Impact

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong

Pressure Tolerance:
The level of comfort related to working under deadlines and busy schedules

Narrative: Sashmita prefers only a moderate amount of pressure of deadlines and tight schedules. This will probably have a slightly negative impact on this behavioral competency. — **5.3**

Self-Improvement:
The tendency to attempt to develop or better oneself

Narrative: Sashmita has a very strong intention to improve herself. This will probably have a positive impact on this behavioral competency. — **9.5**

Stress Management:
The tendency to be relaxed while at the same time managing stress well when it occurs

Narrative: Sashmita has only a moderate tendency to be relaxed while at the same time managing stress well when it occurs. This will probably have a somewhat negative impact on this behavioral competency. — **4.8**

Wants Challenge:
The willingness to attempt difficult tasks or goals

Narrative: Sashmita is highly motivated by difficult tasks or projects and has a strong need for challenging work. Sashmita will probably only remain with an employer who is able to offer challenging work. Her strong drive for achievement will probably be a good example for others. This will probably have a positive impact on this behavioral competency. — **9.5**

Desirable traits

(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact

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

Narrative: Sashmita often analyzes problems and decisions and usually enjoys it. This will probably be sufficient for this behavioral competency. — **6.9**

Collaborative:
The tendency to collaborate with others when making decisions

Narrative: Sashmita enjoys collaboration and is probably quite willing to collaborate with others with regard to making important decisions. This will probably be sufficient for this behavioral competency. — **8.2**

Desirable traits
(in order of importance)

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	

Negative Impact <

Frank:
The tendency to be straightforward, direct, to the point, and forthright

Narrative: Sashmita is extremely capable of being frank and tends to state things in a very direct manner. This will probably be sufficient for this behavioral competency.

Score: **9.6**

Influencing:
The tendency to try to persuade others

Narrative: Sashmita probably has only a moderate tendency to persuade or influence others. Although Sashmita may not shy away from trying to influence staff, co-workers and clients, she probably prefers not to have to do it extensively. This will probably be sufficient for this behavioral competency.

Score: **5.2**

Relaxed:
The tendency to feel at ease or calm while working

Narrative: Sashmita is probably only moderately relaxed while working and may at times be a little tense. This will probably be sufficient for this behavioral competency.

Score: **4.9**

Truth Exploring:
The tendency to explore different viewpoints and formulate conclusions without becoming fixed in one's opinions

Narrative: Sashmita has a moderate tendency to explore different viewpoints and formulate conclusions without becoming fixed in one's opinions. This will probably be sufficient for this behavioral competency.

Score: **5.7**

Assertive:
The tendency to put forward personal wants and needs

Narrative: Sashmita often hesitates to put forward her own needs. This will probably have a slightly negative impact on this behavioral competency.

Score: **3.3**

Flexible:
The tendency to easily adapt to change

Narrative: Sashmita tends to be quite adaptive and comfortable with change. This will probably be sufficient for this behavioral competency.

Score: **7.5**

Open / reflective:
The tendency to reflect on many different viewpoints

Narrative: Sashmita enjoys reflecting on different ideas and opinions and is generally open-minded. Sashmita is likely to be good at brainstorming. This will probably be sufficient for this behavioral competency.

Score: **7.8**

Traits to avoid
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact

Defers Decisions:
The tendency to emphasize collaborative decision-making without sufficiently accepting responsibility for making decisions

Score: **0.0**

Narrative: Sashmita probably does not have a significant degree of deferring decisions. This will probably NOT hinder this behavioral competency.

Inconclusive:
The tendency to reflect on ideas without sufficiently coming to conclusions

Score: **4.2**

Narrative: Sashmita probably has a moderate tendency to be inconclusive when making decisions. This will probably have a slightly negative impact on this behavioral competency.

Skeptical:
The tendency to focus on the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits

Score: **1.4**

Narrative: Sashmita probably does not have a significant degree of skepticism. This will probably NOT hinder this behavioral competency.

Unresourceful:
The tendency to avoid trying new things as well as having a lack of persistence

Score: **0.0**

Narrative: Sashmita probably has no significant tendency to avoid trying new things as well as having a lack of persistence. This will probably NOT hinder this behavioral competency.

Avoids Decisions:
The tendency to avoid decision-making authority as well as collaborative decisions-making

Score: **0.0**

Narrative: Sashmita probably has no significant tendency to avoid decision-making authority as well as collaborative decisions-making. This will probably NOT hinder this behavioral competency.

Blindly Optimistic:
The tendency to focus on the possible benefits of a plan or strategy without sufficiently analyzing the potential difficulties or pitfalls

Score: **0.0**

Narrative: Sashmita probably does not have a significant degree of being blindly optimistic. This will probably NOT hinder this behavioral competency.

Defensive:
The tendency to be self-accepting without sufficiently intending to improve

Score: **0.0**

Narrative: Sashmita probably does not have a significant degree of defensiveness. This will probably NOT hinder this behavioral competency.

Traits to avoid

(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	

Rebellious Autonomy:
The tendency to seek freedom from authority without taking sufficient and appropriate initiative

Narrative: Sashmita probably does not have a significant degree of rebellious autonomy. This will probably NOT hinder this behavioral competency.

Score: **0.4**

Avoids Communication:
The tendency to lack the combination of frankness and diplomacy

Narrative: Sashmita probably has no significant tendency to lack the combination of frankness and diplomacy. This will probably NOT hinder this behavioral competency.

Score: **0.0**

Dogmatic:
The tendency to be certain of opinions without sufficiently being open to different ideas

Narrative: Sashmita probably does not have a significant degree of being dogmatic. This will probably NOT hinder this behavioral competency.

Score: **0.0**

Dominating:
The tendency to be assertive of one's needs without sufficiently being helpful to others

Narrative: Sashmita probably does not have a significant degree of being dominating. This will probably NOT hinder this behavioral competency.

Score: **0.0**

HARRISON assessments

REPORT FOR
Sashmita Nayak

DATE OF COMPLETION
21/08/2023

RELIABILITY - 98.0%
Answers were very likely accurate and truthful

ORGANIZATION
Ravishankar-CP DemoSystem

VIEW INSTRUCTIONAL VIDEO
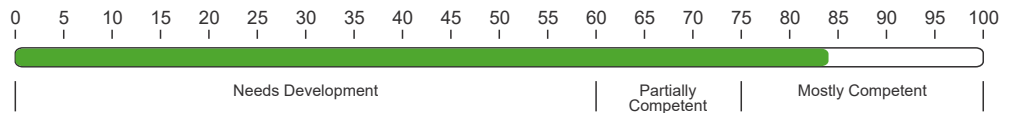public.harrisonassessments.com/BCvideo/Package_en_US.html

AIM & SUCCEED

Problem Solving

Is perceptive and logical when identifying problems, finds the source or cause of problems, and thinks through potential difficulties of the solution steps.

This report identifies the specific factors related to Problem Solving and shows how the employee's score for each related factor impacts success for this behavioral competency.

Overall Score
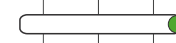
Sashmita scores 84 on Problem Solving which indicates Sashmita probably exhibits the expected behavior that fulfills this competency with only a small gap between her behavior and the ideal behavior for this competency.
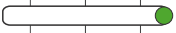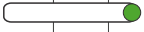
Total Competency Percentage = 84%

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Needs Development | Partially Competent | Mostly Competent

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Analytical: *The tendency to logically examine facts and situations (not necessarily analytical ability)* Narrative: Sashmita often analyzes problems and decisions and usually enjoys it. This will probably be sufficient for this behavioral competency.	6.9					●						
Analyzes Pitfalls: *The tendency to scrutinize potential difficulties related to a plan or strategy* Narrative: Sashmita has a strong natural tendency to analyze the potential difficulties of plans and strategies. Therefore, Sashmita is likely to be very mindful when it comes to making strategic decisions. This will probably have a somewhat positive impact on this behavioral competency.	9.1								●			
Collaborative: *The tendency to collaborate with others when making decisions* Narrative: Sashmita enjoys collaboration and is probably quite willing to collaborate with others with regard to making important decisions. This will probably have a slightly positive impact on this behavioral competency.	8.2							●				

HARRISON assessments

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Experimenting: *The tendency to try new things and new ways of doing things* Narrative: Sashmita generally enjoys trying new things and sometimes experiments with new ways of doing things. This will probably be sufficient for this behavioral competency.	7.0						●					
Research / learning: *The enjoyment of gathering and comprehending new information* Narrative: Sashmita very much enjoys researching and learning new information. This will probably have a somewhat positive impact on this behavioral competency.	8.7							●●●				
Systematic: *The enjoyment of tasks that require carefully or methodically thinking through steps* Narrative: Sashmita very much enjoys work that requires being systematic and tends to be very systematic. This will probably have a somewhat positive impact on this behavioral competency.	9.1								●●			
Takes Initiative: *The tendency to perceive what is necessary to be accomplished and to proceed on one's own* Narrative: Sashmita will probably tend to take some initiative. If a great deal of initiative is required, it may be necessary to provide a little encouragement and guidelines related to the initiative that can be taken. In that case, Sashmita is likely to respond. This will probably be sufficient for this behavioral competency.	7.3						●					
Truth Exploring: *The tendency to explore different viewpoints and formulate conclusions without becoming fixed in one's opinions* Narrative: Sashmita has a moderate tendency to explore different viewpoints and formulate conclusions without becoming fixed in one's opinions. This will probably have a slightly negative impact on this behavioral competency.	5.7					●						

Desirable traits
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
Optimistic: *The tendency to believe the future will be positive* Narrative: Sashmita tends to be optimistic and cheerful. Sashmita's positive attitude will be beneficial when dealing with staff and co-workers. This will probably be sufficient for this behavioral competency.	7.6						●

Desirable traits
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Intuitive: *The tendency to use hunches to help make decisions (not necessarily intuitive capabilities)* Narrative: Sashmita uses intuition or hunches to help make decisions. This will probably be sufficient for this behavioral competency.	7.4							
Open / reflective: *The tendency to reflect on many different viewpoints* Narrative: Sashmita enjoys reflecting on different ideas and opinions and is generally open-minded. Sashmita is likely to be good at brainstorming. This will probably be sufficient for this behavioral competency.	7.8							

Traits to avoid
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Dogmatic: *The tendency to be certain of opinions without sufficiently being open to different ideas* Narrative: Sashmita probably does not have a significant degree of being dogmatic. This will probably NOT hinder this behavioral competency.	0.0							
Avoids Communication: *The tendency to lack the combination of frankness and diplomacy* Narrative: Sashmita probably has no significant tendency to lack the combination of frankness and diplomacy. This will probably NOT hinder this behavioral competency.	0.0							
Defensive: *The tendency to be self-accepting without sufficiently intending to improve* Narrative: Sashmita probably does not have a significant degree of defensiveness. This will probably NOT hinder this behavioral competency.	0.0							
Avoids Decisions: *The tendency to avoid decision-making authority as well as collaborative decisions-making* Narrative: Sashmita probably has no significant tendency to avoid decision-making authority as well as collaborative decisions-making. This will probably NOT hinder this behavioral competency.	0.0							

Traits to avoid

(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Skeptical: *The tendency to focus on the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits* Narrative: Sashmita probably does not have a significant degree of skepticism. This will probably NOT hinder this behavioral competency.	1.4			⬤━━━━━━⬤ (No impact)				
Rigidly Meticulous: *The tendency to focus on details without sufficiently adapting to change* Narrative: Sashmita probably does not have a significant degree of being rigid related to details and precision. This will probably NOT hinder this behavioral competency.	0.0				⬤━━━━⬤ (No impact)			

HARRISON assessments

REPORT FOR
Sashmita Nayak

DATE OF COMPLETION
21/08/2023

RELIABILITY - 98.0%
Answers were very likely accurate and truthful

ORGANIZATION
Ravishankar-CP DemoSystem

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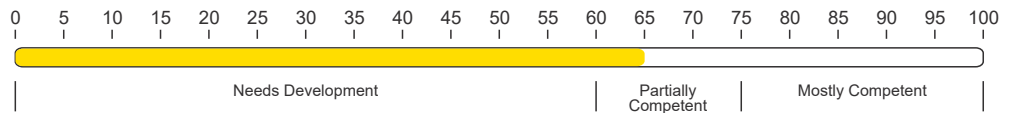public.harrisonassessments.com/BCvideo/Package_en_US.html

AIM & SUCCEED

Achievement Orientation

Consistently achieves objectives, accepts difficult challenges, seizes opportunities, and has a high level of energy and enthusiasm.

This report identifies the specific factors related to Achievement Orientation and shows how the employee's score for each related factor impacts success for this behavioral competency.

Overall Score

Sashmita scores 65 on Achievement Orientation which indicates Sashmita probably has a moderate gap between her behavior and the requirements for this competency which indicates a potential for improvement.
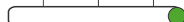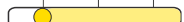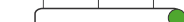
Total Competency Percentage = 65%

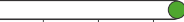| 0 | 5 | 10 | 15 | 20 | 25 | 30 | 35 | 40 | 45 | 50 | 55 | 60 | 65 | 70 | 75 | 80 | 85 | 90 | 95 | 100 |

Needs Development — Partially Competent — Mostly Competent

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Analytical: *The tendency to logically examine facts and situations (not necessarily analytical ability)* Narrative: Sashmita often analyzes problems and decisions and usually enjoys it. This will probably be sufficient for this behavioral competency.	6.9						●					
Authoritative: *The desire for decision-making authority and the willingness to accept decision-making responsibility* Narrative: Sashmita likes to have decision-making authority and is willing to accept responsibility. This will probably have a slightly positive impact on this behavioral competency.	8.4								●			
Authoritative Collaboration: *The tendency to take responsibility for decisions while at the same time allowing others to genuinely participate in the decision-making process* Narrative: Sashmita has a tendency to take responsibility for decisions while at the same time allowing others to genuinely participate in the decision-making process. This will probably have a slightly positive impact on this behavioral competency.	8.3								●			

HARRISON assessments

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong

Effective Enforcing:
The tendency to skillfully correct others when they are violating rules or performing poorly

Narrative: Sashmita's interpersonal preferences and tendencies indicate she is moderately likely to skillfully enforce rules. This will probably have a slightly negative impact on this behavioral competency.

Score: **5.9**

Enthusiastic:
The tendency to be eager and excited toward one's own goals

Narrative: Sashmita tends to be very enthusiastic about her goals. If Sashmita's goals are in alignment with the organization's objectives, she will probably have a strong drive to achieve those objectives. This will probably have a somewhat positive impact on this behavioral competency.

Score: **8.9**

Persistent:
The tendency to be tenacious despite encountering significant obstacles

Narrative: Sashmita is determined and perseveres with a task despite many obstacles. This will probably be sufficient for this behavioral competency.

Score: **7.5**

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

Narrative: Sashmita will probably tend to take some initiative. If a great deal of initiative is required, it may be necessary to provide a little encouragement and guidelines related to the initiative that can be taken. In that case, Sashmita is likely to respond. This will probably be sufficient for this behavioral competency.

Score: **7.3**

Wants Challenge:
The willingness to attempt difficult tasks or goals

Narrative: Sashmita is highly motivated by difficult tasks or projects and has a strong need for challenging work. Sashmita will probably only remain with an employer who is able to offer challenging work. Her strong drive for achievement will probably be a good example for others. This will probably have a somewhat positive impact on this behavioral competency.

Score: **9.5**

Desirable traits

(in order of importance)

Negative Impact <

Trait	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
Analyzes Pitfalls: *The tendency to scrutinize potential difficulties related to a plan or strategy* Narrative: Sashmita has a strong natural tendency to analyze the potential difficulties of plans and strategies. Therefore, Sashmita is likely to be very mindful when it comes to making strategic decisions. This will probably be sufficient for this behavioral competency.	9.1						●
Assertive: *The tendency to put forward personal wants and needs* Narrative: Sashmita often hesitates to put forward her own needs. This will probably have a somewhat negative impact on this behavioral competency.	3.3				●		
Collaborative: *The tendency to collaborate with others when making decisions* Narrative: Sashmita enjoys collaboration and is probably quite willing to collaborate with others with regard to making important decisions. This will probably be sufficient for this behavioral competency.	8.2						●
Diplomatic: *The tendency to state things in a tactful manner* Narrative: Sashmita may tend to lack diplomacy when communicating. This will probably have a somewhat negative impact on this behavioral competency.	3.4				●		
Enlists Cooperation: *The tendency to invite others to participate in or join an effort* Narrative: Sashmita only moderately enjoys enlisting the cooperation of others. This will probably be sufficient for this behavioral competency.	4.9						●
Finance / business: *The interest in commerce or fiscal management* Narrative: Sashmita is very interested in business or finance. This will probably be sufficient for this behavioral competency.	9.0						●
Influencing: *The tendency to try to persuade others* Narrative: Sashmita probably has only a moderate tendency to persuade or influence others. Although Sashmita may not shy away from trying to influence staff, co-workers and clients, she probably prefers not to have to do it extensively. This will probably be sufficient for this behavioral competency.	5.2						●
Interpersonal Skills: *The tendency to have a balance of traits that relate to effective interaction with others* Narrative: Given Sashmita's interpersonal preferences and tendencies she is probably moderately skillful when interacting with others. This will probably be sufficient for this behavioral competency.	5.5						●

Desirable traits
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	

Planning:
The tendency to formulate ideas related to the steps and process of accomplishing an objective

Score: **7.9**

Narrative: Sashmita enjoys planning and probably tends to do it often. This will probably be sufficient for this behavioral competency.

Pressure Tolerance:
The level of comfort related to working under deadlines and busy schedules

Score: **5.3**

Narrative: Sashmita prefers only a moderate amount of pressure of deadlines and tight schedules. This will probably be sufficient for this behavioral competency.

Tempo:
The enjoyment of work that needs to be done quickly

Score: **2.5**

Narrative: Sashmita likes to work at an unhurried pace and prefers to avoid doing work that requires a rapid pace. This will probably have a somewhat negative impact on this behavioral competency.

Systematic:
The enjoyment of tasks that require carefully or methodically thinking through steps

Score: **9.1**

Narrative: Sashmita very much enjoys work that requires being systematic and tends to be very systematic. This will probably be sufficient for this behavioral competency.

Organized:
The tendency to place and maintain order in an environment or situation

Score: **6.6**

Narrative: Sashmita tends to be fairly well organized. This will probably be sufficient for this behavioral competency.

Traits to avoid
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	

Non-Finishing:
The tendency to experiment with different things without sufficiently persisting in a single direction

Score: **0.0**

Narrative: Sashmita probably has no significant tendency to experiment with different things without sufficiently persisting in a single direction. This will probably NOT hinder this behavioral competency.

Traits to avoid
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	

Avoids Decisions:
The tendency to avoid decision-making authority as well as collaborative decisions-making

Narrative: Sashmita probably has no significant tendency to avoid decision-making authority as well as collaborative decisions-making. This will probably NOT hinder this behavioral competency. — **0.0**

Blindly Optimistic:
The tendency to focus on the possible benefits of a plan or strategy without sufficiently analyzing the potential difficulties or pitfalls

Narrative: Sashmita probably does not have a significant degree of being blindly optimistic. This will probably NOT hinder this behavioral competency. — **0.0**

Impulsive:
The tendency to take risks without sufficient analysis of the potential difficulties

Narrative: Sashmita probably does not have a significant degree of being impulsive with risks. This will probably NOT hinder this behavioral competency. — **0.0**

Precise But Slow:
The tendency to be exact or precise without being sufficiently productive

Narrative: Sashmita probably has a tendency to focus on details to the extent of slowing productivity. This will probably have a slightly negative impact on this behavioral competency. — **5.0**

Scattered:
The tendency to adapt to change without remaining sufficiently organized

Narrative: Sashmita has only a very slight tendency to adapt to change without remaining sufficiently organized. This will probably NOT hinder this behavioral competency. — **0.9**

Tranquil Inertia:
The tendency to be relaxed and easy-going without being sufficiently self-motivated

Narrative: Sashmita probably has no significant tendency to be relaxed and easy-going without being sufficiently self-motivated. This will probably NOT hinder this behavioral competency. — **0.0**

Unresourceful:
The tendency to avoid trying new things as well as having a lack of persistence

Narrative: Sashmita probably has no significant tendency to avoid trying new things as well as having a lack of persistence. This will probably NOT hinder this behavioral competency. — **0.0**

HARRISON assessments

REPORT FOR
Sashmita Nayak

DATE OF COMPLETION
21/08/2023

RELIABILITY - 98.0%
Answers were very likely accurate and truthful

ORGANIZATION
Ravishankar-CP DemoSystem

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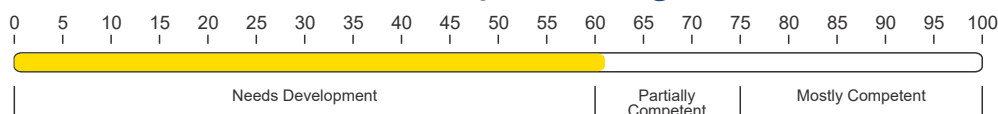public.harrisonassessments.com/BCvideo/Package_en_US.html

AIM & SUCCEED

Impact and Influence

Influences others to achieve goals, enlists their cooperation, appeals to their interests, builds trust, and negotiates mutually beneficial and sustainable agreements.

This report identifies the specific factors related to Impact and Influence and shows how the employee's score for each related factor impacts success for this behavioral competency.
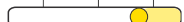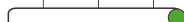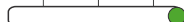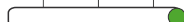
Overall Score
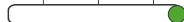
Sashmita scores 61 on Impact and Influence which indicates Sashmita probably has a moderate gap between her behavior and the requirements for this competency which indicates a potential for improvement.
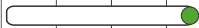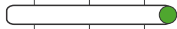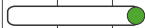
Total Competency Percentage = 61%

| 0 | 5 | 10 | 15 | 20 | 25 | 30 | 35 | 40 | 45 | 50 | 55 | 60 | 65 | 70 | 75 | 80 | 85 | 90 | 95 | 100 |

Needs Development | Partially Competent | Mostly Competent

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

Trait	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Enlists Cooperation: *The tendency to invite others to participate in or join an effort* Narrative: Sashmita only moderately enjoys enlisting the cooperation of others. This will probably have a slightly negative impact on this behavioral competency.	4.9				●							
Enthusiastic: *The tendency to be eager and excited toward one's own goals* Narrative: Sashmita tends to be very enthusiastic about her goals. If Sashmita's goals are in alignment with the organization's objectives, she will probably have a strong drive to achieve those objectives. This will probably have a somewhat positive impact on this behavioral competency.	8.9								●			
Forthright Diplomacy: *The tendency to be forthright and respectful at the same time* Narrative: Sashmita has a reasonable degree of tendency to be forthright and respectful at the same time. This will probably be sufficient for this behavioral competency.	6.5							●				

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

Chart column headers (left to right): Sashmita's Score | Very strong | Strong | Substantial | Moderate | Slight | No impact | Slight | Moderate | Substantial | Strong | Very strong

Healthy Self-Esteem:
The tendency to accept oneself while at the same time trying to improve oneself

Narrative: Sashmita has a tendency to accept oneself while at the same time trying to improve oneself. This will probably be sufficient for this behavioral competency.

Sashmita's Score: **7.7**

Influencing:
The tendency to try to persuade others

Narrative: Sashmita probably has only a moderate tendency to persuade or influence others. Although Sashmita may not shy away from trying to influence staff, co-workers and clients, she probably prefers not to have to do it extensively. This will probably have a slightly negative impact on this behavioral competency.

Sashmita's Score: **5.2**

Mutual Help:
The tendency to pursue solutions that are beneficial to all parties concerned

Narrative: Sashmita has only a moderate tendency to pursue solutions that are beneficial to all parties concerned. This will probably have a somewhat negative impact on this behavioral competency.

Sashmita's Score: **4.7**

Optimistic:
The tendency to believe the future will be positive

Narrative: Sashmita tends to be optimistic and cheerful. Sashmita's positive attitude will be beneficial when dealing with staff and co-workers. This will probably be sufficient for this behavioral competency.

Sashmita's Score: **7.6**

Public Speaking:
The enjoyment of presenting or articulating information to groups of people

Narrative: Sashmita does not enjoy making presentations to groups and is probably uncomfortable doing so. This will probably have a somewhat negative impact on this behavioral competency.

Sashmita's Score: **3.0**

Wants Challenge:
The willingness to attempt difficult tasks or goals

Narrative: Sashmita is highly motivated by difficult tasks or projects and has a strong need for challenging work. Sashmita will probably only remain with an employer who is able to offer challenging work. Her strong drive for achievement will probably be a good example for others. This will probably have a somewhat positive impact on this behavioral competency.

Sashmita's Score: **9.5**

HARRISON assessments

Desirable traits
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Cause Motivated: *The tendency to be motivated to help society* Narrative: Undertaking work that benefits others/society is moderately important to Sashmita. This will probably be sufficient for this behavioral competency.	**5.9**						●	
Certain: *The tendency to feel confident in one's opinions* Narrative: Sashmita may often question if her own opinions are correct. This will probably have a somewhat negative impact on this behavioral competency.	**3.6**				●			
Collaborative: *The tendency to collaborate with others when making decisions* Narrative: Sashmita enjoys collaboration and is probably quite willing to collaborate with others with regard to making important decisions. This will probably be sufficient for this behavioral competency.	**8.2**						●	
Manages Stress Well: *The tendency to deal effectively with strain and difficulty when it occurs* Narrative: Sashmita may sometimes have a little difficulty managing stress. This will probably have a slightly negative impact on this behavioral competency.	**4.4**					●		
Open / reflective: *The tendency to reflect on many different viewpoints* Narrative: Sashmita enjoys reflecting on different ideas and opinions and is generally open-minded. Sashmita is likely to be good at brainstorming. This will probably be sufficient for this behavioral competency.	**7.8**						●	
Organized: *The tendency to place and maintain order in an environment or situation* Narrative: Sashmita tends to be fairly well organized. This will probably be sufficient for this behavioral competency.	**6.6**						●	
Planning: *The tendency to formulate ideas related to the steps and process of accomplishing an objective* Narrative: Sashmita enjoys planning and probably tends to do it often. This will probably be sufficient for this behavioral competency.	**7.9**						●	
Pressure Tolerance: *The level of comfort related to working under deadlines and busy schedules* Narrative: Sashmita prefers only a moderate amount of pressure of deadlines and tight schedules. This will probably be sufficient for this behavioral competency.	**5.3**						●	

HARRISON assessments

Desirable traits
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Self-Acceptance: *The tendency to like oneself ("I'm O.K. the way I am")* Narrative: Sashmita is moderately self-accepting. This will probably be sufficient for this behavioral competency.	5.8						●	
Teaching: *The enjoyment of instructing, training, or educating others* Narrative: Sashmita is only moderately interested in teaching or instructing others. This will probably be sufficient for this behavioral competency.	5.3						●	
Wants To Lead: *The desire to be in a position to direct or guide others* Narrative: Sashmita has a desire to be in a leadership position. She likes to take charge. This will probably be sufficient for this behavioral competency.	8.0						●	
Warmth / empathy: *The tendency to express positive feelings and affinity toward others* Narrative: Sashmita very often expresses warmth and empathy. This will probably be sufficient for this behavioral competency.	8.6					●		
Frank: *The tendency to be straightforward, direct, to the point, and forthright* Narrative: Sashmita is extremely capable of being frank and tends to state things in a very direct manner. This will probably be sufficient for this behavioral competency.	9.6				●			
Handles Conflict: *The tendency to skillfully face discord or strife, and the interpersonal skills necessary to deal with it effectively* Narrative: Sashmita's preferences indicate that she is probably moderately effective at handling conflict. This will probably be sufficient for this behavioral competency.	7.1					●		

Traits to avoid
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Avoids Communication: *The tendency to lack the combination of frankness and diplomacy* Narrative: Sashmita probably has no significant tendency to lack the combination of frankness and diplomacy. This will probably NOT hinder this behavioral competency.	0.0						●	

Traits to avoid
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	

Avoids Decisions:
The tendency to avoid decision-making authority as well as collaborative decisions-making

Sashmita's Score: **0.0** — No impact

Narrative: Sashmita probably has no significant tendency to avoid decision-making authority as well as collaborative decisions-making. This will probably NOT hinder this behavioral competency.

Defensive:
The tendency to be self-accepting without sufficiently intending to improve

Sashmita's Score: **0.0** — No impact

Narrative: Sashmita probably does not have a significant degree of defensiveness. This will probably NOT hinder this behavioral competency.

Dogmatic:
The tendency to be certain of opinions without sufficiently being open to different ideas

Sashmita's Score: **0.0** — No impact

Narrative: Sashmita probably does not have a significant degree of being dogmatic. This will probably NOT hinder this behavioral competency.

Harsh:
The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic

Sashmita's Score: **0.0** — No impact

Narrative: Sashmita probably does not have a significant tendency to be harsh or overly strict. This will probably NOT hinder this behavioral competency.

Inconclusive:
The tendency to reflect on ideas without sufficiently coming to conclusions

Sashmita's Score: **4.2** — Slight/No impact

Narrative: Sashmita probably has a moderate tendency to be inconclusive when making decisions. This will probably NOT hinder this behavioral competency.

Insensitive:
The tendency to be assertive with one's own needs without being sufficiently warm and empathetic

Sashmita's Score: **0.0** — No impact

Narrative: Sashmita probably does not have a significant degree of being insensitive. This will probably NOT hinder this behavioral competency.

Tranquil Inertia:
The tendency to be relaxed and easy-going without being sufficiently self-motivated

Sashmita's Score: **0.0** — No impact

Narrative: Sashmita probably has no significant tendency to be relaxed and easy-going without being sufficiently self-motivated. This will probably NOT hinder this behavioral competency.

Traits to avoid

(in order of importance)

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Unresourceful: *The tendency to avoid trying new things as well as having a lack of persistence* Narrative: Sashmita probably has no significant tendency to avoid trying new things as well as having a lack of persistence. This will probably NOT hinder this behavioral competency.	0.0						●	
Blunt: *The tendency to be frank or direct without being sufficiently tactful or diplomatic* Narrative: Sashmita probably has a strong tendency to be blunt. Sashmita may unnecessarily be disruptive or create employee turnover as a result of her communication style unless this tendency is monitored. This will probably have a somewhat negative impact on this behavioral competency.	6.2				●			
Dominating: *The tendency to be assertive of one's needs without sufficiently being helpful to others* Narrative: Sashmita probably does not have a significant degree of being dominating. This will probably NOT hinder this behavioral competency.	0.0						●	
Evasive: *The tendency to be tactful without being sufficiently direct* Narrative: Sashmita probably does not have a significant degree of being evasive. This will probably NOT hinder this behavioral competency.	0.0						●	

Negative Impact <

HARRISON assessments

REPORT FOR
Sashmita Nayak

DATE OF COMPLETION
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RELIABILITY - 98.0%
Answers were very likely accurate and truthful

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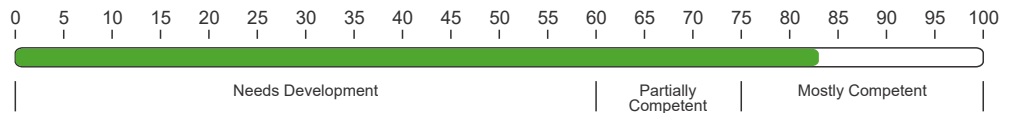
AIM & SUCCEED

Innovation

Experiments with different ways to improve processes, efficiency, and/or effectiveness while maintaining focus on the desired objective or result.

This report identifies the specific factors related to Innovation and shows how the employee's score for each related factor impacts success for this behavioral competency.
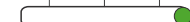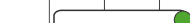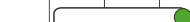
Overall Score

Sashmita scores 83 on Innovation which indicates Sashmita probably exhibits the expected behavior that fulfills this competency with only a small gap between her behavior and the ideal behavior for this competency.
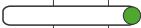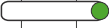
Total Competency Percentage = 83%

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Needs Development | Partially Competent | Mostly Competent

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Analytical: *The tendency to logically examine facts and situations (not necessarily analytical ability)* Narrative: Sashmita often analyzes problems and decisions and usually enjoys it. This will probably be sufficient for this behavioral competency.	6.9						●					
Enthusiastic: *The tendency to be eager and excited toward one's own goals* Narrative: Sashmita tends to be very enthusiastic about her goals. If Sashmita's goals are in alignment with the organization's objectives, she will probably have a strong drive to achieve those objectives. This will probably have a somewhat positive impact on this behavioral competency.	8.9								●			
Experimenting: *The tendency to try new things and new ways of doing things* Narrative: Sashmita generally enjoys trying new things and sometimes experiments with new ways of doing things. This will probably be sufficient for this behavioral competency.	7.0						●					

HARRISON assessments

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Open / reflective: *The tendency to reflect on many different viewpoints* Narrative: Sashmita enjoys reflecting on different ideas and opinions and is generally open-minded. Sashmita is likely to be good at brainstorming. This will probably have a slightly positive impact on this behavioral competency.	7.8							●				
Persistent: *The tendency to be tenacious despite encountering significant obstacles* Narrative: Sashmita is determined and perseveres with a task despite many obstacles. This will probably be sufficient for this behavioral competency.	7.5						●					
Research / learning: *The enjoyment of gathering and comprehending new information* Narrative: Sashmita very much enjoys researching and learning new information. This will probably have a somewhat positive impact on this behavioral competency.	8.7								●			
Takes Initiative: *The tendency to perceive what is necessary to be accomplished and to proceed on one's own* Narrative: Sashmita will probably tend to take some initiative. If a great deal of initiative is required, it may be necessary to provide a little encouragement and guidelines related to the initiative that can be taken. In that case, Sashmita is likely to respond. This will probably be sufficient for this behavioral competency.	7.3						●					

Desirable traits
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
Optimistic: *The tendency to believe the future will be positive* Narrative: Sashmita tends to be optimistic and cheerful. Sashmita's positive attitude will be beneficial when dealing with staff and co-workers. This will probably be sufficient for this behavioral competency.	7.6						●
Organized: *The tendency to place and maintain order in an environment or situation* Narrative: Sashmita tends to be fairly well organized. This will probably be sufficient for this behavioral competency.	6.6						●

Desirable traits
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Collaborative: *The tendency to collaborate with others when making decisions* Narrative: Sashmita enjoys collaboration and is probably quite willing to collaborate with others with regard to making important decisions. This will probably be sufficient for this behavioral competency.	**8.2**						●	

Traits to avoid
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Dogmatic: *The tendency to be certain of opinions without sufficiently being open to different ideas* Narrative: Sashmita probably does not have a significant degree of being dogmatic. This will probably NOT hinder this behavioral competency.	**0.0**						●	
Authoritarian: *The tendency to make decisions independently without sufficiently collaborating with others* Narrative: Sashmita probably does not have a significant degree of making decisions without sufficiently collaborating. This will probably NOT hinder this behavioral competency.	**0.2**						●	
Scattered: *The tendency to adapt to change without remaining sufficiently organized* Narrative: Sashmita has only a very slight tendency to adapt to change without remaining sufficiently organized. This will probably NOT hinder this behavioral competency.	**0.9**						●	
Rigidly Disorganized: *The tendency to lack organization as well as adaptability* Narrative: Sashmita probably has no significant tendency to lack organization as well as adaptability. This will probably NOT hinder this behavioral competency.	**0.0**						●	
Rigidly Meticulous: *The tendency to focus on details without sufficiently adapting to change* Narrative: Sashmita probably does not have a significant degree of being rigid related to details and precision. This will probably NOT hinder this behavioral competency.	**0.0**						●	
Rigidly Organized: *The tendency to be organized without sufficiently adapting to change* Narrative: Sashmita probably does not have a significant degree of being rigid when organizing. This will probably NOT hinder this behavioral competency.	**0.0**						●	

Traits to avoid

(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Skeptical: *The tendency to focus on the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits* Narrative: Sashmita probably does not have a significant degree of skepticism. This will probably NOT hinder this behavioral competency.	1.4					◯━━━●		
Blindly Optimistic: *The tendency to focus on the possible benefits of a plan or strategy without sufficiently analyzing the potential difficulties or pitfalls* Narrative: Sashmita probably does not have a significant degree of being blindly optimistic. This will probably NOT hinder this behavioral competency.	0.0				◯━━●			
Impulsive: *The tendency to take risks without sufficient analysis of the potential difficulties* Narrative: Sashmita probably does not have a significant degree of being impulsive with risks. This will probably NOT hinder this behavioral competency.	0.0				◯━━●			

HARRISON assessments

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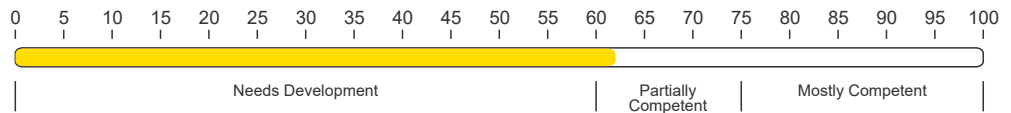
AIM & SUCCEED

Leading People

Takes responsibility to achieve the organization's mission, provides clear direction, promotes team participation and cooperation, and accepts decision-making authority.

This report identifies the specific factors related to Leading People and shows how the employee's score for each related factor impacts success for this behavioral competency.

Overall Score

Sashmita scores 62 on Leading People which indicates Sashmita probably has a moderate gap between her behavior and the requirements for this competency which indicates a potential for improvement.
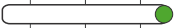
Total Competency Percentage = 62%

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Needs Development | Partially Competent | Mostly Competent

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Analytical: *The tendency to logically examine facts and situations (not necessarily analytical ability)* Narrative: Sashmita often analyzes problems and decisions and usually enjoys it. This will probably be sufficient for this behavioral competency.	6.9					●						
Authoritative: *The desire for decision-making authority and the willingness to accept decision-making responsibility* Narrative: Sashmita likes to have decision-making authority and is willing to accept responsibility. This will probably have a somewhat positive impact on this behavioral competency.	8.4								●			
Enlists Cooperation: *The tendency to invite others to participate in or join an effort* Narrative: Sashmita only moderately enjoys enlisting the cooperation of others. This will probably have a somewhat negative impact on this behavioral competency.	4.9					●						

HARRISON assessments

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

Trait	Sashmita's Score	Impact
Influencing: *The tendency to try to persuade others* Narrative: Sashmita probably has only a moderate tendency to persuade or influence others. Although Sashmita may not shy away from trying to influence staff, co-workers and clients, she probably prefers not to have to do it extensively. This will probably have a somewhat negative impact on this behavioral competency.	5.2	
Interpersonal Skills: *The tendency to have a balance of traits that relate to effective interaction with others* Narrative: Given Sashmita's interpersonal preferences and tendencies she is probably moderately skillful when interacting with others. This will probably have a somewhat negative impact on this behavioral competency.	5.5	
Wants To Lead: *The desire to be in a position to direct or guide others* Narrative: Sashmita has a desire to be in a leadership position. She likes to take charge. This will probably have a slightly positive impact on this behavioral competency.	8.0	

Desirable traits
(in order of importance)

Negative Impact <

Trait	Sashmita's Score	Impact
Open / reflective: *The tendency to reflect on many different viewpoints* Narrative: Sashmita enjoys reflecting on different ideas and opinions and is generally open-minded. Sashmita is likely to be good at brainstorming. This will probably be sufficient for this behavioral competency.	7.8	
Optimistic: *The tendency to believe the future will be positive* Narrative: Sashmita tends to be optimistic and cheerful. Sashmita's positive attitude will be beneficial when dealing with staff and co-workers. This will probably be sufficient for this behavioral competency.	7.6	
Organized: *The tendency to place and maintain order in an environment or situation* Narrative: Sashmita tends to be fairly well organized. This will probably be sufficient for this behavioral competency.	6.6	

Desirable traits
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
Planning: *The tendency to formulate ideas related to the steps and process of accomplishing an objective* Narrative: Sashmita enjoys planning and probably tends to do it often. This will probably be sufficient for this behavioral competency.	7.9						●
Pressure Tolerance: *The level of comfort related to working under deadlines and busy schedules* Narrative: Sashmita prefers only a moderate amount of pressure of deadlines and tight schedules. This will probably be sufficient for this behavioral competency.	5.3						●
Self-Acceptance: *The tendency to like oneself ("I'm O.K. the way I am")* Narrative: Sashmita is moderately self-accepting. This will probably be sufficient for this behavioral competency.	5.8					●	
Takes Initiative: *The tendency to perceive what is necessary to be accomplished and to proceed on one's own* Narrative: Sashmita will probably tend to take some initiative. If a great deal of initiative is required, it may be necessary to provide a little encouragement and guidelines related to the initiative that can be taken. In that case, Sashmita is likely to respond. This will probably be sufficient for this behavioral competency.	7.3					●	
Teaching: *The enjoyment of instructing, training, or educating others* Narrative: Sashmita is only moderately interested in teaching or instructing others. This will probably be sufficient for this behavioral competency.	5.3					●	
Team: *The enjoyment of working closely in a co-operative team effort (not necessarily the ability to do so)* Narrative: Sashmita moderately enjoys working in a team. This will probably be sufficient for this behavioral competency.	6.2						●
Warmth / empathy: *The tendency to express positive feelings and affinity toward others* Narrative: Sashmita very often expresses warmth and empathy. This will probably be sufficient for this behavioral competency.	8.6						●

HARRISON assessments

Traits to avoid
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	

Authoritarian:
The tendency to make decisions independently without sufficiently collaborating with others

Narrative: Sashmita probably does not have a significant degree of making decisions without sufficiently collaborating. This will probably NOT hinder this behavioral competency.

Score: **0.2**

Blunt:
The tendency to be frank or direct without being sufficiently tactful or diplomatic

Narrative: Sashmita probably has a strong tendency to be blunt. Sashmita may unnecessarily be disruptive or create employee turnover as a result of her communication style unless this tendency is monitored. This will probably have a somewhat negative impact on this behavioral competency.

Score: **6.2**

Defensive:
The tendency to be self-accepting without sufficiently intending to improve

Narrative: Sashmita probably does not have a significant degree of defensiveness. This will probably NOT hinder this behavioral competency.

Score: **0.0**

Dogmatic:
The tendency to be certain of opinions without sufficiently being open to different ideas

Narrative: Sashmita probably does not have a significant degree of being dogmatic. This will probably NOT hinder this behavioral competency.

Score: **0.0**

Dominating:
The tendency to be assertive of one's needs without sufficiently being helpful to others

Narrative: Sashmita probably does not have a significant degree of being dominating. This will probably NOT hinder this behavioral competency.

Score: **0.0**

Harsh:
The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic

Narrative: Sashmita probably does not have a significant tendency to be harsh or overly strict. This will probably NOT hinder this behavioral competency.

Score: **0.0**

Permissive:
The tendency to be warm and empathetic without sufficiently enforcing rules or holding others accountable

Narrative: Sashmita probably has a slight tendency to be permissive. Sashmita may be a little lenient with subordinates regarding following the rules or performing to their potential. This will probably NOT hinder this behavioral competency.

Score: **2.9**

Traits to avoid
(in order of importance)

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Evasive: *The tendency to be tactful without being sufficiently direct* Narrative: Sashmita probably does not have a significant degree of being evasive. This will probably NOT hinder this behavioral competency.	0.0						⬤	

Negative Impact <

HARRISON assessments

REPORT FOR
Sashmita Nayak

DATE OF COMPLETION
21/08/2023

RELIABILITY - 98.0%
Answers were very likely accurate and truthful

ORGANIZATION
Ravishankar-CP DemoSystem

VIEW INSTRUCTIONAL VIDEO
public.harrisonassessments.com/BCvideo/Package_en_US.html

AIM & SUCCEED

Strategic Thinking

Creates effective strategies and long-term plans that seize opportunities, anticipates emerging issues and risks, draws from previous experiences, explores industry information, and collaborates with the right individuals.

This report identifies the specific factors related to Strategic Thinking and shows how the employee's score for each related factor impacts success for this behavioral competency.
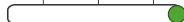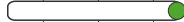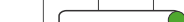
Overall Score

Sashmita scores 81 on Strategic Thinking which indicates Sashmita probably exhibits the expected behavior that fulfills this competency with only a small gap between her behavior and the ideal behavior for this competency.
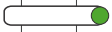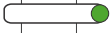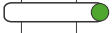
Total Competency Percentage = 81%

| 0 | 5 | 10 | 15 | 20 | 25 | 30 | 35 | 40 | 45 | 50 | 55 | 60 | 65 | 70 | 75 | 80 | 85 | 90 | 95 | 100 |

Needs Development | Partially Competent | Mostly Competent

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

Trait	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Analytical: *The tendency to logically examine facts and situations (not necessarily analytical ability)* Narrative: Sashmita often analyzes problems and decisions and usually enjoys it. This will probably be sufficient for this behavioral competency.	6.9						●					
Analyzes Pitfalls: *The tendency to scrutinize potential difficulties related to a plan or strategy* Narrative: Sashmita has a strong natural tendency to analyze the potential difficulties of plans and strategies. Therefore, Sashmita is likely to be very mindful when it comes to making strategic decisions. This will probably have a somewhat positive impact on this behavioral competency.	9.1									●		

HARRISON assessments

Essential traits
(in order of importance)

Negative Impact < > Positive Impact

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Collaborative: *The tendency to collaborate with others when making decisions* Narrative: Sashmita enjoys collaboration and is probably quite willing to collaborate with others with regard to making important decisions. This will probably have a slightly positive impact on this behavioral competency.	8.2							●				
Planning: *The tendency to formulate ideas related to the steps and process of accomplishing an objective* Narrative: Sashmita enjoys planning and probably tends to do it often. This will probably have a slightly positive impact on this behavioral competency.	7.9						●					
Research / learning: *The enjoyment of gathering and comprehending new information* Narrative: Sashmita very much enjoys researching and learning new information. This will probably have a somewhat positive impact on this behavioral competency.	8.7					●						
Systematic: *The enjoyment of tasks that require carefully or methodically thinking through steps* Narrative: Sashmita very much enjoys work that requires being systematic and tends to be very systematic. This will probably have a somewhat positive impact on this behavioral competency.	9.1						●					
Truth Exploring: *The tendency to explore different viewpoints and formulate conclusions without becoming fixed in one's opinions* Narrative: Sashmita has a moderate tendency to explore different viewpoints and formulate conclusions without becoming fixed in one's opinions. This will probably have a slightly negative impact on this behavioral competency.	5.7				●							

Desirable traits
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
Experimenting: *The tendency to try new things and new ways of doing things* Narrative: Sashmita generally enjoys trying new things and sometimes experiments with new ways of doing things. This will probably be sufficient for this behavioral competency.	7.0					●	

Desirable traits
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Intuitive: *The tendency to use hunches to help make decisions (not necessarily intuitive capabilities)* Narrative: Sashmita uses intuition or hunches to help make decisions. This will probably be sufficient for this behavioral competency.	7.4						●	
Numerical: *The enjoyment of counting, calculating, or analyzing quantities using mathematics* Narrative: Sashmita moderately enjoys working with numbers. This will probably be sufficient for this behavioral competency.	6.0						●	
Persistent: *The tendency to be tenacious despite encountering significant obstacles* Narrative: Sashmita is determined and perseveres with a task despite many obstacles. This will probably be sufficient for this behavioral competency.	7.5						●	
Self-Improvement: *The tendency to attempt to develop or better oneself* Narrative: Sashmita has a very strong intention to improve herself. This will probably be sufficient for this behavioral competency.	9.5						●	
Takes Initiative: *The tendency to perceive what is necessary to be accomplished and to proceed on one's own* Narrative: Sashmita will probably tend to take some initiative. If a great deal of initiative is required, it may be necessary to provide a little encouragement and guidelines related to the initiative that can be taken. In that case, Sashmita is likely to respond. This will probably be sufficient for this behavioral competency.	7.3					●		
Optimistic: *The tendency to believe the future will be positive* Narrative: Sashmita tends to be optimistic and cheerful. Sashmita's positive attitude will be beneficial when dealing with staff and co-workers. This will probably be sufficient for this behavioral competency.	7.6				●			
Pressure Tolerance: *The level of comfort related to working under deadlines and busy schedules* Narrative: Sashmita prefers only a moderate amount of pressure of deadlines and tight schedules. This will probably be sufficient for this behavioral competency.	5.3					●		

Desirable traits
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Open / reflective: *The tendency to reflect on many different viewpoints* Narrative: Sashmita enjoys reflecting on different ideas and opinions and is generally open-minded. Sashmita is likely to be good at brainstorming. This will probably be sufficient for this behavioral competency.	7.8					○——●		
Relaxed: *The tendency to feel at ease or calm while working* Narrative: Sashmita is probably only moderately relaxed while working and may at times be a little tense. This will probably be sufficient for this behavioral competency.	4.9					○——●		
Self-Acceptance: *The tendency to like oneself ("I'm O.K. the way I am")* Narrative: Sashmita is moderately self-accepting. This will probably be sufficient for this behavioral competency.	5.8					○——●		
Certain: *The tendency to feel confident in one's opinions* Narrative: Sashmita may often question if her own opinions are correct. This will probably be sufficient for this behavioral competency.	3.6					○——●		

Traits to avoid
(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Blindly Optimistic: *The tendency to focus on the possible benefits of a plan or strategy without sufficiently analyzing the potential difficulties or pitfalls* Narrative: Sashmita probably does not have a significant degree of being blindly optimistic. This will probably NOT hinder this behavioral competency.	0.0		○————————●					
Impulsive: *The tendency to take risks without sufficient analysis of the potential difficulties* Narrative: Sashmita probably does not have a significant degree of being impulsive with risks. This will probably NOT hinder this behavioral competency.	0.0		○————————●					

HARRISON assessments

Traits to avoid

(in order of importance)

Negative Impact <

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Defensive: *The tendency to be self-accepting without sufficiently intending to improve* Narrative: Sashmita probably does not have a significant degree of defensiveness. This will probably NOT hinder this behavioral competency.	0.0						●	
Dogmatic: *The tendency to be certain of opinions without sufficiently being open to different ideas* Narrative: Sashmita probably does not have a significant degree of being dogmatic. This will probably NOT hinder this behavioral competency.	0.0						●	
Fast But Imprecise: *The tendency to work quickly without sufficient attention to detail or accuracy* Narrative: Sashmita probably does not have a significant degree of being fast but imprecise. This will probably NOT hinder this behavioral competency.	0.0						●	
Skeptical: *The tendency to focus on the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits* Narrative: Sashmita probably does not have a significant degree of skepticism. This will probably NOT hinder this behavioral competency.	1.4						●	
Avoids Communication: *The tendency to lack the combination of frankness and diplomacy* Narrative: Sashmita probably has no significant tendency to lack the combination of frankness and diplomacy. This will probably NOT hinder this behavioral competency.	0.0					●		
Avoids Decisions: *The tendency to avoid decision-making authority as well as collaborative decisions-making* Narrative: Sashmita probably has no significant tendency to avoid decision-making authority as well as collaborative decisions-making. This will probably NOT hinder this behavioral competency.	0.0					●		
Inconclusive: *The tendency to reflect on ideas without sufficiently coming to conclusions* Narrative: Sashmita probably has a moderate tendency to be inconclusive when making decisions. This will probably NOT hinder this behavioral competency.	4.2					●		

Traits to avoid
(in order of importance)

	Sashmita's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	
Precise But Slow: *The tendency to be exact or precise without being sufficiently productive* Narrative: Sashmita probably has a tendency to focus on details to the extent of slowing productivity. This will probably have a slightly negative impact on this behavioral competency.	5.0					●		
Careless Pessimism: *The tendency to be pessimistic about outcomes while at the same time neglect careful analysis of emerging difficulties or threats* Narrative: Sashmita probably has no significant tendency to take risks while at the same time believing that the future is bleak. This will probably NOT hinder this behavioral competency.	0.0						●	

Negative Impact <