

Report for
Andrew Jones

Date of completion 19/04/2021



Behavioural Competency Analysis

REPORT FOR
Andrew Jones

DATE OF COMPLETION
19/04/2021

RELIABILITY - 99.2%
Answers were very likely accurate and truthful

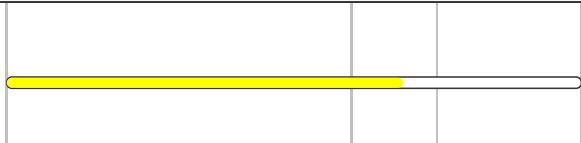
ORGANISATION
Assert International d.o.o. Beograd


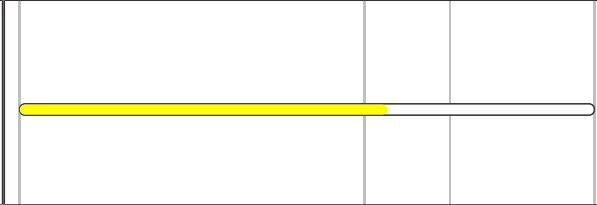
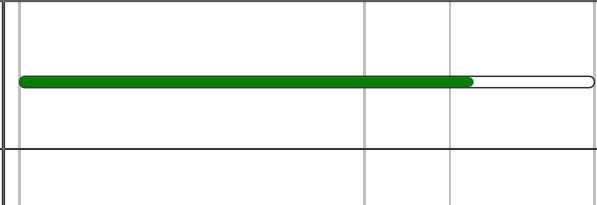
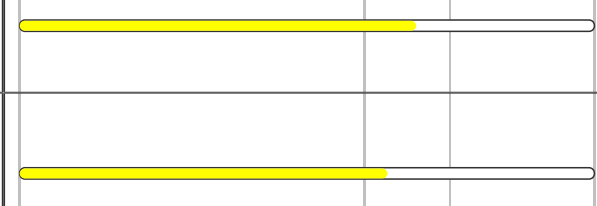
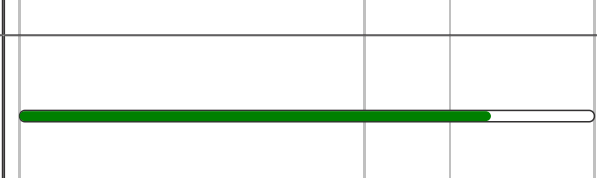
VIEW INSTRUCTIONAL VIDEO
public.harrisonassessments.com/BCvideo/Summary_Overview_en_US.html



Senior Leader Summary Overview

This overview shows how the employee scores for each behavioural competency within the Senior Leader set.

Competencies <i>(in order of importance)</i>	Importance	Score	0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100									
			Probably lacks competence					Possible competence		Probable competence		
Achievement Orientation: <i>Consistently achieves objectives, accepts difficult challenges, seizes opportunities, and has a high level of energy and enthusiasm.</i>	Very Essential	69%										
Impact and Influence: <i>Influences others to achieve goals, enlists their cooperation, appeals to their interests, builds trust, and negotiates mutually beneficial and sustainable agreements.</i>	Very Essential	78%										
Innovation: <i>Experiments with different ways to improve processes, efficiency, and/or effectiveness while maintaining focus on the desired objective or result.</i>	Very Essential	76%										
Leading People: <i>Takes responsibility to achieve the organisation's mission, provides clear direction, promotes team participation and cooperation, and accepts decision-making authority.</i>	Very Essential	69%										

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			Probably lacks competence					Possible competence					Probable competence	
Strategic Thinking: <i>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.</i>	Very Essential	26%												
Communication: <i>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.</i>	Essential	64%												
Energizing People: <i>Motivates others to achieve goals, articulates a common vision, engages team members, relates openly, and empowers others to achieve.</i>	Essential	79%												
Learning Agility: <i>Gains knowledge from experiences, successes, and mistakes, and applies that knowledge to new situations or responsibilities.</i>	Essential	69%												
Problem Solving: <i>Is perceptive and logical when identifying problems, finds the source or cause of problems, and thinks through potential difficulties of the solution steps.</i>	Essential	64%												
Resilience and Perseverance: <i>Persists in the face of adversity, obstacles, or setbacks including effectively managing a crisis and quickly adapting to change.</i>	Essential	82%	