

**REPORT FOR**

Herr King

**DATE OF COMPLETION**

06/08/2021

**RELIABILITY - 91.2%**

Answers were very likely accurate and truthful

**ORGANIZATION**

myEmployee-DEMO

**VIEW INSTRUCTIONAL VIDEO**

[public.harrisonassessments.com/BCvideo/Competency\\_en\\_US.html](http://public.harrisonassessments.com/BCvideo/Competency_en_US.html)

Provided by



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## Interpersonal Skills

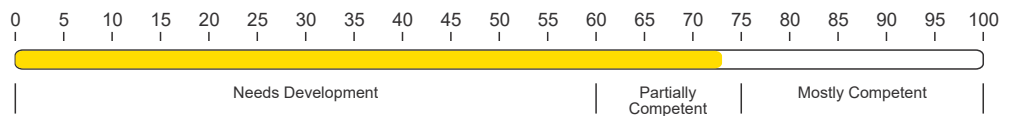
### The tendency to have a balance of traits that relate to effective interaction with others

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

#### Overall Score

Herr scores 73 on Interpersonal Skills which indicates Herr probably has a moderate gap between his behavior and the requirements for this competency which indicates a potential for improvement.

#### Total Competency Percentage = 73%



Essential traits <i>(in order of importance)</i>	Herr's Score	Negative Impact < > Positive Impact																		
		Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong								
<b>Diplomatic:</b> <i>The tendency to state things in a tactful manner</i> Narrative: Herr tends to state things in only a moderately diplomatic manner. This will probably have a slightly negative impact on this behavioral competency.	4.8																			
<b>Helpful:</b> <i>The tendency to respond to others' needs and assist or support others to achieve their goals</i> Narrative: Herr tends to be quite helpful and conscious of others' needs. This will probably have a somewhat positive impact on this behavioral competency.	7.9																			
<b>Optimistic:</b> <i>The tendency to believe the future will be positive</i> Narrative: Herr tends to be optimistic and cheerful. Herr's positive attitude will be beneficial when dealing with staff and co-workers. This will probably have a somewhat positive impact on this behavioral competency.	7.5																			

## Complimentary report & free consultation

### Essential traits

(in order of importance)

	Herr's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
<p><b>Outgoing:</b> <i>The tendency to be socially extroverted and the enjoyment of meeting new people</i></p> <p>Narrative: Herr moderately enjoys meeting new people and is probably neither outgoing nor reserved, but balanced in between the two points. This will probably be sufficient for this behavioral competency.</p>	5.8											
<p><b>Assertive:</b> <i>The tendency to put forward personal wants and needs</i></p> <p>Narrative: Herr usually puts forward his own needs. This will probably have a somewhat positive impact on this behavioral competency.</p>	6.8											
<p><b>Influencing:</b> <i>The tendency to try to persuade others</i></p> <p>Narrative: Herr frequently engages in persuading and influencing others. Assuming he has the right balance of other interpersonal traits, Herr is likely to be skillful in expressing his ideas to staff, co-workers and/or clients. This will probably have a somewhat positive impact on this behavioral competency.</p>	9.4											
<p><b>Self-Acceptance:</b> <i>The tendency to like oneself ("I'm O.K. the way I am")</i></p> <p>Narrative: Herr is very self-accepting. This positive self-regard will probably translate to better interactions with subordinates, co-workers, and clients. This will probably have a slightly positive impact on this behavioral competency.</p>	8.8											
<p><b>Self-Improvement:</b> <i>The tendency to attempt to develop or better oneself</i></p> <p>Narrative: Herr has a strong intention to improve himself. This will probably have a slightly positive impact on this behavioral competency.</p>	8.7											
<p><b>Frank:</b> <i>The tendency to be straightforward, direct, to the point, and forthright</i></p> <p>Narrative: Herr is very capable of being frank and tends to state things in a very direct manner. This will probably have a slightly positive impact on this behavioral competency.</p>	9.4											
<p><b>Warmth / empathy:</b> <i>The tendency to express positive feelings and affinity toward others</i></p> <p>Narrative: Herr reasonably often expresses warmth and empathy. This will probably have a somewhat positive impact on this behavioral competency.</p>	7.1											

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Essential traits		Negative Impact < > Positive Impact											
(in order of importance)		Herr's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
<b>Tolerance Of Bluntness:</b> <i>The level of comfort related to receiving abrupt or frank communications from others</i> Narrative: Herr is quite tolerant of people who are blunt. This will probably have a slightly positive impact on this behavioral competency.	8.2												
Desirable traits		Negative Impact <											
(in order of importance)		Herr's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact					
<b>Flexible:</b> <i>The tendency to easily adapt to change</i> Narrative: Herr tends to be quite adaptive and comfortable with change. This will probably be sufficient for this behavioral competency.	8.2												
<b>Collaborative:</b> <i>The tendency to collaborate with others when making decisions</i> Narrative: Herr usually prefers not to have to collaborate with others when making decisions and probably tends not to do so. If Herr is making important decisions that could benefit from collaboration, it might be wise to require collaboration before the final decision can be made. This will probably have a slightly negative impact on this behavioral competency.	4.0												
<b>Open / reflective:</b> <i>The tendency to reflect on many different viewpoints</i> Narrative: Herr probably only moderately enjoys reflecting on different ideas and opinions. This will probably be sufficient for this behavioral competency.	5.1												
<b>Manages Stress Well:</b> <i>The tendency to deal effectively with strain and difficulty when it occurs</i> Narrative: Herr is generally able to manage stress. This will probably be sufficient for this behavioral competency.	5.6												
<b>Relaxed:</b> <i>The tendency to feel at ease or calm while working</i> Narrative: Herr is probably only moderately relaxed while working and may at times be a little tense. This will probably be sufficient for this behavioral competency.	4.6												

## Complimentary report & free consultation

### Traits to avoid

(in order of importance)

	Herr's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
<p><b>Blunt:</b> <i>The tendency to be frank or direct without being sufficiently tactful or diplomatic</i></p> <p>Narrative: Herr probably has a tendency to be blunt. Herr may unnecessarily be disruptive or create employee turnover as a result of his communication style unless this tendency is monitored. This will probably have a negative impact on this behavioral competency.</p>	4.6						
<p><b>Defensive:</b> <i>The tendency to be self-accepting without sufficiently intending to improve</i></p> <p>Narrative: Herr probably does not have a significant degree of defensiveness. This will probably NOT hinder this behavioral competency.</p>	0.0						
<p><b>Dogmatic:</b> <i>The tendency to be certain of opinions without sufficiently being open to different ideas</i></p> <p>Narrative: Herr probably does not have a significant degree of being dogmatic. This will probably NOT hinder this behavioral competency.</p>	0.0						
<p><b>Harsh:</b> <i>The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic</i></p> <p>Narrative: Herr probably does not have a significant tendency to be harsh or overly strict. This will probably NOT hinder this behavioral competency.</p>	0.0						
<p><b>Dominating:</b> <i>The tendency to be assertive of one's needs without sufficiently being helpful to others</i></p> <p>Narrative: Herr probably does not have a significant degree of being dominating. This will probably NOT hinder this behavioral competency.</p>	0.0						
<p><b>Permissive:</b> <i>The tendency to be warm and empathetic without sufficiently enforcing rules or holding others accountable</i></p> <p>Narrative: Herr probably has a moderate tendency to be permissive. Herr may have difficulty insisting his subordinates follow the rules or perform to their potential. This will probably have a slightly negative impact on this behavioral competency.</p>	4.2						
<p><b>Authoritarian:</b> <i>The tendency to make decisions independently without sufficiently collaborating with others</i></p> <p>Narrative: Herr probably has a tendency to make decisions without sufficiently collaborating. Herr may minimize buy-in and participation from others as well as reduce the effectiveness of his decisions as a result of insufficiently collaborating with others. This will probably have a slightly negative impact on this behavioral competency.</p>	5.0						

Negative Impact <