

## Suitability

The questions on the left are key suitability questions that are suggested for each suitability factor. These are listed in descending order with traits having the greatest impact listed first.

The answer options on the right are to be scored by the interviewer, based on asking the interview question, and applying the criteria stated on the section marked 'Look For...'

At the end of the interview, enter these scores into the Harrison Assessments system to calculate the interview score and overall score.

After you have entered these scores, if you then print this report, it will show your scores for informational purposes.

The system checks to see if the answers were completed honestly and while paying sufficient attention. Analysis indicates there is a high likelihood (99.2%) the answers were truthful, accurately self-aware, and completed with sufficient concentration.

### Optimistic

Tell me a recent example of you believing your future will be positive.

#### Look For...

A genuine feeling of optimism. The more Andrew has of this trait, the more likely he/she will perform well.

- Ideal
- Excellent
- Good
- Average
- Mediocre
- A Little Lacking
- Somewhat Lacking
- Lacking
- Very Lacking
- Extremely Lacking
- Unacceptable

### Psychology

In what ways have you demonstrated an interest in psychology?

#### Look For...

Andrew's interest in ANY type of psychology and a history of activity that demonstrates it. The more Andrew has of this trait, the more likely he/she will perform well.

- Ideal
- Excellent
- Good
- Average
- Mediocre
- A Little Lacking
- Somewhat Lacking
- Lacking
- Very Lacking
- Extremely Lacking
- Unacceptable

## Suitability

### Selling

In what ways have you demonstrated an interest in selling?

#### Look For...

Andrew's interest in ANY type of selling and a history of activity that demonstrates it. The more Andrew has of this trait, the more likely he/she will perform well.

- Ideal
- Excellent
- Good
- Average
- Mediocre
- A Little Lacking
- Somewhat Lacking
- Lacking
- Very Lacking
- Extremely Lacking
- Unacceptable

### Finance / business

In what ways have you demonstrated an interest in business or finance?

#### Look For...

Andrew's interest in business OR finance and a history of activity that demonstrates it. The more Andrew has of this trait, the more likely he/she will perform well.

- Ideal
- Excellent
- Good
- Average
- Mediocre
- A Little Lacking
- Somewhat Lacking
- Lacking
- Very Lacking
- Extremely Lacking
- Unacceptable

### Analytical

Tell me a time you enjoyed analyzing a problem and you were particularly effective.

#### Look For...

Andrew's degree of enjoyment, the difficulty of the problem, and the degree of resolution achieved. The more Andrew has of this trait, the more likely he/she will perform well.

- Ideal
- Excellent
- Good
- Average
- Mediocre
- A Little Lacking
- Somewhat Lacking
- Lacking
- Very Lacking
- Extremely Lacking
- Unacceptable

## Suitability

### Enthusiastic

Tell me your most important goals and how you feel about them.

#### Look For...

Andrew's clarity of the goals, his/her degree of achievement necessary to accomplish the goals, his/her degree of enthusiasm toward the goals, and especially the relevance of his/her goals to the position. The more Andrew has of this trait, the more likely he/she will perform well.

- Ideal
- Excellent
- Good
- Average
- Mediocre
- A Little Lacking
- Somewhat Lacking
- Lacking
- Very Lacking
- Extremely Lacking
- Unacceptable

### Influencing

Give me an example of a work situation in which you were particularly persuasive.

#### Look For...

Andrew's enjoyment of being persuasive, his/her comfort with being persuasive, and especially the degree of persuasiveness he/she exhibited. The more Andrew has of this trait, the more likely he/she will perform well.

- Ideal
- Excellent
- Good
- Average
- Mediocre
- A Little Lacking
- Somewhat Lacking
- Lacking
- Very Lacking
- Extremely Lacking
- Unacceptable

### Persistent

Tell me a time in which you demonstrated determination to overcome a difficult obstacle.

#### Look For...

The difficulty of the obstacle and the degree of determination demonstrated. The more Andrew has of this trait, the more likely he/she will perform well.

- Ideal
- Excellent
- Good
- Average
- Mediocre
- A Little Lacking
- Somewhat Lacking
- Lacking
- Very Lacking
- Extremely Lacking
- Unacceptable

## Suitability

### Outgoing

Tell me an example of you enjoying meeting many new people. In what ways did you initiate the interactions?

#### Look For...

Andrew's degree of enjoyment related to meeting new people and the degree of interaction he/she initiated. The more Andrew has of this trait, the more likely he/she will perform well.

- Ideal
- Excellent
- Good
- Average
- Mediocre
- A Little Lacking
- Somewhat Lacking
- Lacking
- Very Lacking
- Extremely Lacking
- Unacceptable

### Takes Initiative

Give me an example of a time when you perceived a need in your organization and took steps to fulfill that need without being asked to do so.

#### Look For...

Andrew's degree of initiative and appropriateness of initiative. The more Andrew has of this trait, the more likely he/she will perform well.

- Ideal
- Excellent
- Good
- Average
- Mediocre
- A Little Lacking
- Somewhat Lacking
- Lacking
- Very Lacking
- Extremely Lacking
- Unacceptable

### Wants Challenge

Tell me an example of you being motivated by a challenging goal or project. What challenges do you want to pursue in the next few years?

#### Look For...

The degree of difficulty of the goal, Andrew's degree of motivation related to challenges, and especially the relevance of the challenges to this position. The more Andrew has of this trait, the more likely he/she will perform well.

- Ideal
- Excellent
- Good
- Average
- Mediocre
- A Little Lacking
- Somewhat Lacking
- Lacking
- Very Lacking
- Extremely Lacking
- Unacceptable

### Overall Notes/Score

### Suitability

#### Overall Notes/Score