



GROUP SCREENING REPORT

Date Generated: 05/21/2015

For Harrison Assessments Int'l Limited
 Compared to: **Controller/Accounting Manager - General**

The Group Screening Report contains a table that shows multiple profilees in relation to a specific template. The profilee names are listed in the left column. The traits are listed at the top of the columns beneath the ESSENTIAL, DESIRABLE, and AVOID headings, each are on a separate page. The heading of SCORES in the columns further right show the Consistency, Interviewing, Eligibility, Suitability, Overall, and Performance scores with their individual weightings. You can order the ranking in the Group Screening Report by clicking Consistency, Interviewing, Eligibility, Suitability, Overall, and Performance in the drop down list next to the Group Screening option.

Employee	Traits	ESSENTIAL									Scores						
		Finance / business	Numerical	Takes Initiative	Wants Challenge	Analyzes Pitfalls	Wants To Lead	Authoritative	Enthusiastic	Organized	Consistency	Consistency (%)	Eligibility 60% Weighting	Interviewing 20% Weighting	HA Suitability 20% Weighting	Overall	Performance
	Max	95	95	95	95	80	80	65	65	65	100	100.0%	100	100	100	100	100
David Archer		62	40	82	72	70	71	43	41	38	75	95.0%			64	64	
Ram Kumar		78	50	94	84	78	65	61	56	58	55	91.0%			82	82	
Carol Dvorak		2	18	40	32	44	16	44	56	62	17	83.4%			41	41	
August Greider		39	55	81	80	44	65	61	20	48	25	85.0%			58	58	
Noella Kiessling		78	32	61	54	55	45	52	61	53	63	92.6%			68	68	
Ann Marcellino		62	39	78	79	61	66	45	64	56	90	98.0%			75	75	
Aseem Shuka		25	29	70	74	44	35	45	55	50	80	96.0%			44	44	
Tuan Wang		25	16	67	74	54	73	57	63	39	100	100.0%			58	58	



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Employee	Traits	DESIRABLE																			Scores							
		Collaborative	Computers	Influencing	Persistent	Precise	Self-improvement	Planning	Systematic	Self-acceptance	Frank	Pressure Tolerance	Writing / language	Enlists Cooperation	Optimistic	Diplomatic	Effective Enforcing	Helpful	Manages Stress Well	Tolerance Of Structure	Teaching	Consistency	Consistency (%)	Eligibility 60% Weighting	Interviewing 20% Weighting	HA Suitability 20% Weighting	Overall	Performance
	Max	-94	-94	-94	-94	-94	-94	-85	-85	-77	-69	-69	-69	-64	-64	-57	-57	-57	-52	-52	-48	100	100.0%	100	100	100	100	100
David Archer		0	0	0	0	-36	0	0	-6	0	-23	0	0	0	0	0	-23	0	0	0	0	75	95.0%				64	64
Ram Kumar		0	-24	0	0	-9	0	0	-4	0	-14	0	0	0	0	0	-6	0	0	-17	0	55	91.0%				82	82
Carol Dvorak		0	0	0	0	0	0	-25	0	0	0	0	0	0	-17	0	0	0	0	0	0	17	83.4%				41	41
August Greider		-16	-20	-11	0	0	-38	0	0	-29	0	0	0	-6	0	0	0	0	0	0	0	25	85.0%				58	58
Noella Kiessling		0	-38	0	0	0	0	0	0	0	0	-2	0	0	0	0	0	0	0	0	0	63	92.6%				68	68
Ann Marcellino		0	-32	0	0	-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	90	98.0%				75	75
Aseem Shuka		0	-61	-26	0	0	0	-7	-30	0	0	0	0	-23	0	0	0	0	0	0	0	80	96.0%				44	44
Tuan Wang		-2	-32	0	0	-36	0	0	-6	0	0	0	0	0	-4	0	0	0	-4	0	100	100.0%				58	58	



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	DESIRABLE		Scores							
	Traits	Warmth / empathy	Analytical	Consistency	Consistency (%)	Eligibility 60% Weighting	Interviewing 20% Weighting	HA Suitability 20% Weighting	Overall	Performance
Employee	Max	-48	-39	100	100.0%	100	100	100	100	100
David Archer		0	0	75	95.0%			64	64	
Ram Kumar		0	0	55	91.0%			82	82	
Carol Dvorak		0	0	17	83.4%			41	41	
August Greider		0	0	25	85.0%			58	58	
Noella Kiessling		0	0	63	92.6%			68	68	
Ann Marcellino		0	0	90	98.0%			75	75	
Aseem Shuka		0	0	80	96.0%			44	44	
Tuan Wang		0	0	100	100.0%			58	58	



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Employee	Traits	AVOID												Scores						
		Pay Minus Motivation	Blindly Optimistic	Fast But Imprecise	Impulsive	Defensive	Dogmatic	Blunt	Dominating	Evasive	Harsh	Precise But Slow	Self-critical	Skeptical	Consistency	Consistency (%)	Eligibility 60% Weighting	Interviewing 20% Weighting	HA Suitability 20% Weighting	Overall
	Max	-158	-123	-123	-123	-105	-105	-88	-88	-70	-70	-70	-70	100	100.0%	100	100	100	100	100
David Archer		0	0	0	0	0	0	0	0	-15	0	0	0	75	95.0%			64	64	
Ram Kumar		0	0	0	0	0	0	0	0	0	0	0	0	55	91.0%			82	82	
Carol Dvorak		-26	0	0	0	0	0	0	0	0	0	0	0	17	83.4%			41	41	
August Greider		0	0	0	0	0	0	0	0	0	0	0	0	25	85.0%			58	58	
Noella Kiessling		0	0	0	0	0	0	0	0	0	0	0	0	63	92.6%			68	68	
Ann Marcellino		0	0	-3	0	0	0	0	0	0	0	0	0	90	98.0%			75	75	
Aseem Shuka		0	-6	0	0	0	0	0	0	0	0	0	0	80	96.0%			44	44	
Tuan Wang		0	-9	0	0	0	0	0	0	0	0	0	0	100	100.0%			58	58	