

This report identifies the key leverage points for Andrew that will help you to convince Andrew to work for your company.

The questionnaire includes a technological 'consistency detector' that indicates the reliability of results by analyzing the consistency of the answers on the questionnaire. Andrew's consistency score is 96 which indicates that Andrew is 99.2% consistent in answering the questionnaire. This indicates a high likelihood that Andrew was truthful, accurately self-aware, and able to concentrate on the questionnaire.

Start with the most important factors at the top.

## Essential Factors to Consider

Andrew has an extremely optimistic and cheerful attitude. Andrew will be more attracted to work for your company if he believes that management and especially his supervisor will also have a positive attitude.

Andrew has a very strong desire to be helpful. Explain the ways in which this position will enable him to be helpful or supportive of others.

Andrew places a great deal of value on a warm and friendly work environment. If that is the case, discuss this aspect of your organization with him.

Andrew places an extremely high value on having autonomy. Explain the ways in which this position might offer autonomy.

## Important Factors to Consider

Andrew very much enjoys meeting new people and will be more motivated to work for you if Andrew believes he will have many opportunities to do so.

Andrew has a strong desire to have decision-making responsibility. Explain the ways in which this position will have decision-making authority.

Andrew is very motivated by opportunities to take initiative. To attract Andrew to work for your company, specify the areas in which he will be able to take initiative. If Andrew has strong eligibility, convince him that opportunities will be provided. If Andrew's experience and skills are at a developmental stage, convince him that the opportunities will be provided as his skills and experience are developed.

Andrew enjoys challenging tasks or projects. To attract Andrew to work for your company, explain the challenges the position will offer. Difficult challenges are motivating to him. If there are opportunities for advancement, explain those as well.

Andrew has a strong desire to have employment that he perceives to be of benefit to society. To attract Andrew to work for your company, explain the ways in which he could help society through his work in this position.

Andrew has a strong desire to be in a leadership position. He has a strong drive to take charge. Thus, Andrew will be attracted to work for your company if you can elaborate on the ways in which he could take charge of a situation or lead others.

## Other Possible Factors to Consider

Andrew enjoys brainstorming and will be more attracted to work for your company if he has some opportunities for



## How To Attract This Candidate

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For Harrison Assessments Int'l Limited

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### Other Possible Factors to Consider

brainstorming.

Andrew enjoys analyzing problems. If the position involves analyzing problems, explain how his natural tendencies could be very beneficial. Discuss the types of problems that can be analyzed in this position.

Andrew enjoys persuading and influencing others. Andrew will be more attracted to work for your company if you explain in detail the opportunities he will have to influence management, co-workers, staff, or clients.

Andrew is enthusiastic about his goals. Ask Andrew about his goals. Try to gain a complete understanding of each of his major goals and acknowledge each major goal. Then discuss how Andrew's goals could be achieved in this position.