



Predictive Analytics for selecting, developing, leading and engaging talent

# Harrison Assessments Overview

- 6500+ Job Specific Formulas
- 175 Job Performance Impact Traits
- 25+ Years Research & Validation
- Advanced Assessment Technology
- High ROI
- Easily Customized
- Reports Specific to Person and Job
- 29+ Languages
- No Adverse Impact



## Pre-hire Assessment

The Harrison Assessments System provides a comprehensive assessment of the behavioural competencies required for a position and accurately predicts success and potential obstacles. Integrated selection tools include performance based interviewing questions, how to attract the candidate, and the ability to calculate eligibility, suitability, and interview ratings for a composite ranking of candidates.

The assessment is web-based and scored online with comprehensive results available within 15 seconds.

# Harrison Assessments Overview

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## Pre-hire Assessment

Assess:

- Decision-making
- Communications
- Motivation
- Flexibility
- Conflict management
- Innovation
- ..and much more



## Succession Planning

The Harrison Assessments System provides a comprehensive assessment of the behavioural competencies required for a position and accurately predicts success and potential obstacles. Integrated selection tools include performance based interviewing questions, how to attract the candidate, and the ability to calculate eligibility, suitability, and interview ratings for a composite ranking of candidates.

Talent Management:

- Identify high potential candidates
- Predict multi-level capabilities
- Create accelerated development plans
- Identify alternate career paths
- Leverage the talent pool
- Increase retention



## Individual Development

The Harrison Assessment reveals deeply rooted insights that determine essential high performance traits and those that will accelerate or hinder performance related to specific positions. It reveals a person's work preferences and behavioural competencies that pinpoint the developmental opportunities and career planning to achieve personal satisfaction and measurable job performance.

Predict how they will:

- Communicate, influence, and lead
- Handle autonomy
- Take personal initiative
- Resist or facilitate change
- Handle conflict
- Seek to learn, grow, and excel
- Plan and organize
- ...and much more



# Harrison Assessments Overview

## Team Development

In today's specialized work environment, talent is not enough. Talented people must effectively work together in order for the organization to succeed. Harrison Assessment's Paradox Theory reveals team dynamics in a way that has never before been possible, enabling individual team members to easily identify how their own behaviours contribute or obstruct the team objectives. It also provides a step-by-step plan in which each team member can make adjustments to facilitate optimal team performance.

A team building tool to:

- Create teams with effective interactions
- Discover the strengths and challenges of a team, including team decision-making potential
- Identify the best roles for each team member
- Assess the potential for cooperation or conflict
- Establish clear guidelines for effective interactions



## What Makes Harrison Solutions Unique

### Eligibility/Suitability

The ability to predict job performance is dependent upon identifying all of the critical factors. If one assesses eligibility or technical competencies, it only represents a portion of the critical factors to predict performance. When behavioural competencies are also measured, such as emotional intelligence, personality, and work preferences, a high degree of accuracy is attained to predict performance.

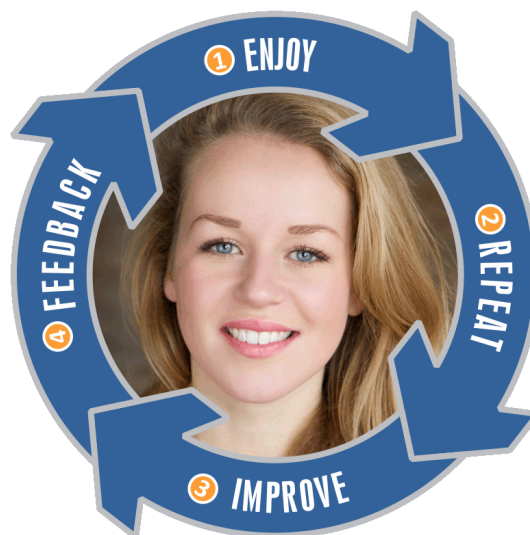
Eligibility	Suitability	
Background	Personality	Work Preferences
Education	Motivations	Retention Factors
Training	Interactions	Interests
Experience	Attitudes	Task Preferences
Skills		Work Environment

## Enjoyment Performance Theory

Enjoyment Performance Theory states that an individual will perform more effectively in a job if they enjoy the tasks required by that job, have interests that relate to the position, and have work environment preferences that correspond with the environment of the workplace.

Harrison Assessment's global research indicates that the enjoyment of these various aspects of a job is highly correlated with good performance.

"If you enjoy an activity, you tend to do it more. By doing it more, you tend to learn and improve the related skills. As a result, you tend to gain recognition (including self recognition) which helps you enjoy the activity more."

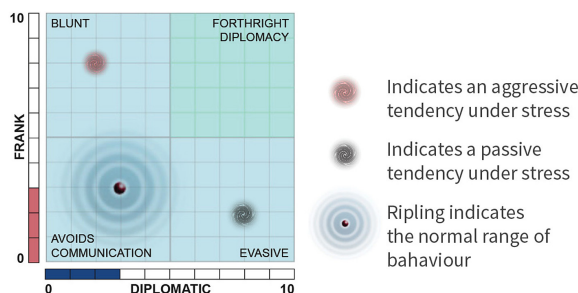


# Harrison Assessments Overview

## Paradox Theory

Harrison Assessment's Paradox Theory provides a greater depth of psychological understanding because it reveals an entire system of behaviour rather than merely offering insights about specific traits. It also predicts stress behaviour and provides a framework that facilitates objective understanding of self and a clear direction for self-development.

Every trait can be a strength or a derailer depending if the trait is balanced by another seemingly opposite (paradoxical) trait. For example, if a person is strong in both Frankness and Diplomacy, both will be genuine balancing strengths when communicating. On the other hand, if a person has only one of the paradoxical traits, there will necessarily be a related counter-productive behavior, the strength of which depends on the extent of the imbalance. For example, a person with very strong Frankness and weak Diplomacy, will have a strong tendency to be disruptively blunt which leads to unnecessary upsets, mistrust, and employee turnover. Conversely, a person with very strong Diplomacy and weak Frankness, will have a strong tendency to be evasive when communicating, causing unclarity and unresolved issues. In some cases, the person is weak in both Frankness and Diplomacy indicating they will try to avoid communication. The key is to appreciate and strengthen both sides of the paradox.



## Achieve Solid Business Results

- Reduce recruiting and attrition cost
- Improve strategic workforce planning and succession planning by accurately identifying and developing high potential employees
- Improve employee productivity, satisfaction, and retention through better employee job fit
- Increase effectiveness of coaching, development, and performance management by identifying behavioural traits correlated with specific jobs
- Increase team productivity by improving working relationships and leveraging team member strengths
- Increase efficiency of assessment using a single questionnaire to create multiple reports and applications

## Harrison Talent Life Cycle Solutions

This powerful self-knowledge improves relationships and performance. Effective talent development facilitates strong relationships among employees, managers, coaches and teams. Harrison provides employers the comprehensive intelligence and data necessary to build these relationships, resulting in accelerated employee development, and increased employee engagement and retention.

