



Predictive Analytics for selecting, developing, leading and engaging talent

# Job Success Formula

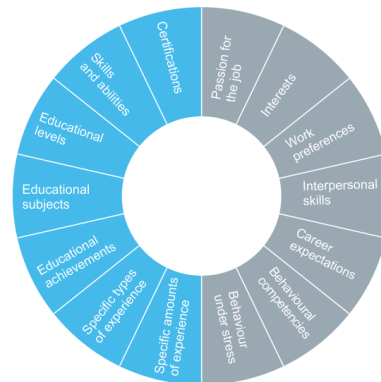
## The Problem: Failing to Hire the Best Candidates

Companies often hire the wrong candidates or fail to hire the best candidates because they don't have a systematic approach that measures ALL the qualifications and behavioural competencies needed to predict job success. Although most employers desire predictability, few companies have the time or expertise to create effective Job Success Formulas.

## Harrison Assessment's Solution

Harrison Assessments solves this costly problem by providing more than 6500 proven and pre-configured Job Success Formulas to help your organization easily and accurately assess the eligibility and suitability factors that lead to job success.

Eligibility Factors | Suitability Factors



# Job Success Formula

## Job Success Formula Eligibility

The eligibility component of each Job Success Formula evaluates how applicants compare to the ideal levels of education, experience, and skills based on your organization's specific needs.

## Job Success Formula Suitability

The suitability component of each Job Success Formula evaluates how each applicant compares to a complete set of proven suitability or behavioural traits that are specific to the job function. These customisable factors include attitudes, motivations, interpersonal skills, interests, work values, and work preferences.

## Weighting Options

The Job Success Formulas automatically generate interview weighting guidelines, as well as specific behavioural interview questions. These guide the interviewer to obtain important insight related to the key job success factors, as well as provide a consistent scoring method for each factor. Harrison's system provides sophisticated, yet easy-to-use options for weighting, scoring and customizing Job Success Formulas to reflect an organization's specific needs and core values.

## Scoring Candidates

Harrison Assessment's Job Success Formulas are developed from 24+ years of research and provide a comprehensive integrated hiring system. The final assessment score measures candidates eligibility, suitability, and interview scores against the IDEAL candidate for the position in your organization.

Use Harrison Assessment's Solutions and experience the power of Job Success Formulas to hire and/or develop top talent cost effectively.

## 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.

