

- Talent Solutions for the entire Employment Lifecycle
- 6500+ Job Specific Formulas
- 175 Job Performance Impact Traits
- 30+ Years Research & Validation
- One 25 minute online SmartQuestionnaire
- High ROI and Easily Customized
- Reports Specific to Person and Job
- 38+ Languages 61 Countries
- No Adverse Impact
- Brandon Hall Award Winning Technology

#### SULTION SUCESSION SCAREER DEVELOPMENT SOLUTIONS Talent Decision Analytics TALENT \* TALENT \* TALENT \* TALENT \* TALENT \* CAUSTION \* CAREER DECISION TALENT \* CAUSTION \* CAREER DECISION \* CAREER \* CA

## **Pre-Hire Assessment**

Harrison's Talent Acquisition solution enables you to hire the right talent - and do it quickly. Filter and rank the best applicants before you review resumes or interview. Use predictive analytics to quickly identify, attract and hire the best candidates. Our award winning pre-hire assessment technology pre-screens applicants for qualifications, experience, cognitive ability and job specific behavior providing actionable data for effective decisions.

The SmartQuestionnaire is delivered online and takes only 25 minutes to complete. It measures 175 job performance impact traits and the results are available in seconds.



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# **Engage Your People**

Engaged employees wholeheartedly give discretionary effort to help the organization succeed. Traditional engagement surveys only measure group engagement issues, ignoring the crucial individual data and assuming that managers are solely responsible for engagement.

Harrison's approach to Engagement measures individual engagement as well as group engagement and is based on the assumption that engagement is a shared responsibility between the employee and the organization.

Measure employees fit for the job, their important expectations and their current fulfillment levels as a means to facilitate the realistic conversations needed between employee and manager.

## **Leadership and Succession Planning**

Managing the talent pipeline is more critical than ever. The Harrison Assessments system provides the ability to predict an individual's likelihood of success at multiple levels within an organization and create a developmental plan to accelerate their progress.

#### **Talent Management:**

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

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HARRISON	Job Success Analysis Report for Andree Janes Compand to Industria(Organizational Psychologist (No experience)
ALPOAT FOR	Overall Scare
NATION COMPANY NUMBER'S NO. NUMBER'S AND	The overall score takes into account all the assessment types you have selected for this job.
	Each assessment type is then weighted as shown in the Assessment Heighting section. The weighting for the assessment types are used to calculate the Overall Percentage Job Fill.
	Overall percentage of Job Fit = 85%
	Annessment Weighting Eligibility (40% weighting): This assessment includes prior experience,
	education, and abilities, which you have selected for exervitement for this job. RA Suitability DWs weighting: This assessment includes attitudes, motivations, task professorse, interests, and work-environment preferences that, relate to success for this job.
	Quantitative Gridial Thinking (15% weighting): This assessment measures the ability to combine logic with numerical and verbal reasoning to solve problems and make decisions.
	Interview Suitability (33% weighting): This assessment is based on the suitability scenes given to Andrew during the interview using the Hamison Assessments interview guide.
	Assessment Scores
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## **Remote Workforce Competencies**

The workplace has changed permanently and is challenging leaders abilities to adapt to this new reality. Access our Brandon Hall Award winning Remote Work competency sets for Employees and Managers to predict and understand individual performance.



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# **Individual Development**

Harrison Assessments 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 behavioral 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

C HARRI	SON	Traits & Definitions Report for Andrew Jones
REPORT FOR		The report lists Andrew's traits and corresponding scores in
Andrew Jones		descending order for each trait category. The trait definition
DATE OF COMPLETION 09(14/2013		are to the right of each trait. If a position was selected when running this report, the traits related to the position will be
RELIABILITY-10.75		highlighted in greet for Essential Traits, blue for Desirable
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Debuganet and the Debuganet		performance.
Harrison Assessment Int'l Limited	ta	A single asterisk, ", indicates that there are some inconsistencies related to trait, but the result is probably reliable. A double asterisks, "", indicates that
O 1000 HERE		there are some inconsistencies related to this trait, and the result is probabi questionable.
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## **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 behaviors 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 decisionmaking potential
- Identify the best roles for each team member
- Assess the potential for cooperation or conflict
- Establish clear guidelines for effective interactions





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## **What Makes Harrison Solutions Unique**

#### Eligibility Factors | Suitability Factors



# **Eligibility and Suitability**

The ability to predict job performance is dependent upon identifying all of the critical factors. Assessing Eligibility or technical competencies alone only represents a portion of the critical factors to predict performance. When behavioral competencies are also measured, such as emotional intelligence, personality, and work preferences, a high degree of accuracy is attained to predict individual performance in specific jobs.

## **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."





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# Paradox Technology

Only Harrison Assessments' Paradox Technology can determine if a strong trait is a true strength or a potential derailer. Applied across twelve paradoxical behaviors it provides a framework for true personal development by providing insight into why we behave the way we do, how we react under stress and how to recognize and avoid potential behavioral pitfalls.

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 confusion 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**

- Create a more accurate and efficient Selection process
- Improve strategic workforce and succession planning by accurately identifying and developing high potential employees
- · Improve employee productivity, satisfaction, and retention through better employee job fit
- Increase effectiveness through targeted coaching, development, and performance management by identifying behavioral traits correlated with specific jobs and customizing behavioral competencies to your company's needs
- Increase team productivity by improving working relationships and leveraging team member strengths
- Increase efficiency of assessment using a single 25 minute SmartQuestionnaire to create multiple reports and applications

# **Harrison Talent Life Cycle Solutions**

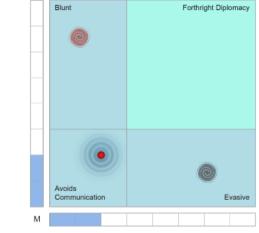
Harrison Assessments uses predictive analytics to help organizations acquire, develop, lead and engage their talent. This comprehensive Talent Decision Analytics provides the intelligence needed throughout the talent life cycle to build effective teams and develop, engage and retain key talent. Contact us to learn how we help organizations make great decisions.





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- Indicates an aggressive tendency under stress.
- Indicates a passive tendency under stress.
- Rippling indicates the normal range of behavior.