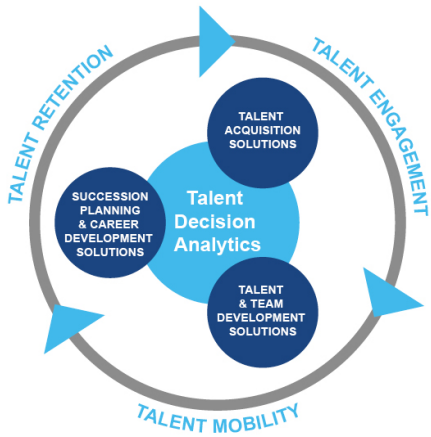
Talent Management Overview

Harrison Assessments™ provides the most powerful set of solutions for the entire talent life cycle with one SmartQuestionnaire that provides predictive solutions across the four critical talent management areas of recruiting, coaching & development, engagement & retention, and career & succession planning; all supported with useful decision analytics.



The Assessment

Harrison Assessments™ is an exceptional, highly reliable and validated assessment tool. The SmartQuestionnaire is an online assessment that takes only 25 minutes to complete. It measures 175 workplace factors including your task preferences, motivations, work environment preferences, interests, and interpersonal preferences. The data collected is used to generate a multitude of reports. Harrison Assessments™ has been used for over 30 years worldwide and is currently available in 38 languages.

The Theories

The Enjoyment-Performance Theory that we tend to engage in activities that bring us enjoyment and avoid activities that bring us displeasure. Individuals have a tendency to do things more frequently when we enjoy them and as a result we tend to get better at them as well. If our performance improves so will our desire to engage in these activities. Therefore, performance and enjoyment are related; performance is closely linked to the level of interest and enjoyment of an activity.

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Talent Management

The Paradox Technology truly differentiates the Harrison Assessments™ from all other assessment tools. According to Paradox, an individual can possess and demonstrate seemingly contradictory traits simultaneously. This allows us to understand whether a strong trait is a true strength or a potential derailer. By measuring 12 universal paradoxes or core values we can describe various levels of balance and imbalance enabling us to more accurately predict behaviour.

Reliability & Validity

Our advanced cross-referencing technologies that make over 8,000 comparisons, it's the equivalent of answering 2,700 multiple-choice questions in just 25 minutes! Our SmartQuestionnaire prevents deception because it contains only positive statements that are ranked according to what the individual enjoys the most. Our built-in lie prevention system automatically detects even the slightest attempt to manipulate the results and determines whether the results are reliable for decision making.

Talent Management Solutions

Talent Screening and Recruitment

Attract, select and engage top talent by aligning the candidate's wants, needs, passions and goals with the employer's business objectives via our job specific algorithms; all while reducing time to hire and increasing the accuracy of your decision making.

Talent Coaching and Development

Help match people to the specific roles in an organization that will keep them engaged. We provide the key analytics that inspire them to develop and build strong relationships among employees, managers, coaches and teams.

Career and Succession Planning

Provides assessment-driven career roadmaps that predict employees' likelihood of success and enjoyment for targeted jobs within the organization, while giving decision makers comprehensive data analytics to identify high potential candidates at all levels of the organization. Additionally, the career guidance solutions enable job seekers to receive a ranked list of 650+ Career Options according to their level of enjoyment. They can then shortlist careers they are interested in and discover more career requirements and take a deep dive into specific areas of potential satisfaction or dissatisfaction for that career.

Engagement & Retention Solutions

Harrison Assessment 's Engagement & Retention Analysis transforms engagement surveys from vague trends to actionable data that can truly make an impact at individual, group and organization levels. It measures an individual's core Job Fit, their important Expectations, Supporting Behaviours and current Fulfilment levels for those important expectations to highlight at-risk individuals. Train your managers to have the crucial conversations that foster engagement and observe the increased performance and improved culture permeate throughout your organization.

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Decision Analytics

Our assessment has been painstakingly constructed using several psychological methodologies that prevent deception, reveal whether behavioural tendencies are actually strengths or derailers (aka Paradox Technology), and measure both Eligibility (education, experience, and skills) and Suitability (job related behaviour).

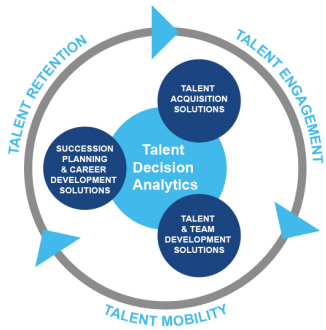
As a result, employers receive a rich set of accurate and reliable Decision Analytics that focus on crucial success and engagement factors for any given job. These Decision Analytics support and accelerate decisions throughout the entire talent management lifecycle.

SmartQuestionnaire

- Incredibly efficient - provides the equivalent of a full day of testing in only 25 minutes
- Generates a personalized interview process and behavioural questions
- Describes how to attract a candidate based on individual analytics
- Generates onboarding, personal development and coaching recommendations
- Provides employees an understanding of internal job requirements
- Predicts performance, engagement and retention factors by matching proven job specific success factors to individual competencies as well as employee needs
- Measures 175 different behavioural variables including personality traits, interests, values, workplace preferences, retention factors, and behavioural competencies that can be compared with specific jobs in our 6500 Job Success Formula library
- Now that is one smart questionnaire!

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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