What is Assessed

The system assesses eligibility and suitability, both of which are critical elements of the hiring assessment process. The eligibility methodology measures different levels of education, specific job experience, and job-related skills based on the employer's criteria. The suitability methodology measures individual traits, preferences and behavioural competencies based on the employer's values and culture. The hi-tech suitability questionnaire collects the equivalent of more than a full day of behavioural testing in only 25 minutes.

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

System Set Up

Each employer is provided with their own private web interface that walks the user, step-by-step, through the eligibility and suitability selection criteria. The employer chooses the relevant job and customisable job criteria from a menu. The Employer is also given the option to weight the importance of each eligibility factor and assign scoring to the different levels of experience, education and skills. For suitability, the employer chooses the appropriate job-based performance template which can be customised in the same manner as the eligibility setup.

The On Line Application Process

Once the selection criteria are established in the setup process, the system automatically creates a job-eligibility application that includes questions and answer options that reflect the employer's custom job formula. Job applicants can fill out the employer's custom eligibility application and participate in the behavioural (suitability) assessment questionnaire. The employer can invite job applicants to participate in the online assessment application either individually or by including an applicant access code in a job board or newspaper advertisement.

The Automated Pre Screening Process

The system calculates the answers of each job applicant according to the job formula created by the employer. When the employer logs into the system, applicants are automatically ranked according to their levels of eligibility and suitability. The employer selects only the most qualified candidates to interview thus eliminating the need to review the resumes or interview the lesser qualified applicants.

## The Interview and Selection Process

A targeted interview guide is provided to assist the interviewer (employer) to formulate specific job-related, behavioural-based interview questions. At the interview, the employer can also further evaluate the top candidates and rescore their eligibility answers. The results are entered back into the system to recalculate a final score that is immediately available to the employer. Applicants can be automatically notified of their hiring status with the click of the button.

Paradox Assessment Technology

Harrison Assessments 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.

In the example, (one of the 12 main Harrison Assessments paradoxes), this manager tends to be very warm and empathetic, but sometimes avoids enforcing necessary rules.

Thus, the manager's normal range of behaviour (large circle) tends to be permissive. However, according to the principles of Paradox Theory, that behaviour will "flip" and the manager will become harsh or punitive when under stress.
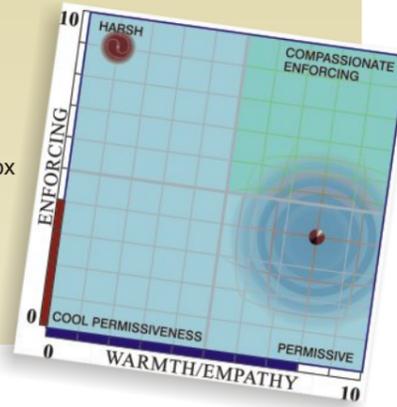
Achieve Solid Business Results

- 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 Assessments™
Predictive • Comprehensive • Performance Results

A Validated Instrument for:

- Recruitment Automation
- Employee Development
- Team Development
- Succession Planning

Your Harrison Assessments Distributor is:

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Harrison Assessments™
Talent Assessment System

- Comprehensive assessment of eligibility and suitability
- 20 years of extensive research and validation
- Extensive library of job success factors

- Recruitment automation
- Easily customised
- Exceptional lie detection

- Tools for employee development that focus on the individual
- No adverse impact
- Multiple languages

Recruitment Automation

Automate the recruitment process by assessing the applicants with an on line application/assessment questionnaire. You can save up to 80% of the work in hiring, while at the same time obtain a much more accurate assessment of how well each applicant meets specific (quantified) job criteria. The hiring process is brought to an entirely new level by creating a job success formula that scores different levels of experience, education, skills, work attitudes, behaviours, and work preferences. The system takes into account your designated weighting for each hiring factor and calculates each applicant's score for each factor. The results are available on line within 15 seconds.

Areas of Assessment:

- Specific aspects of job experience
- Decision-making and conflict management
- Motivation, innovation, and communication
- Levels of specific job skills
- Education levels and subjects
- Targeted reference questions
- ...and much more

Individual Development

The Harrison Assessments system 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 prefer ences and behavioural competencies that pinpoint the developmental opportunities to achieve or increase 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 organise
- …and much more

Recruitment Automation

Individual Development

Succession Planning

Team Development

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 organisation 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

Team Development

In today's specialized work environment, talent is not enough. Talented people must effectively work together in order for the organisation to succeed. Harrison Assessments 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

HARRISON ASSESSMENTS
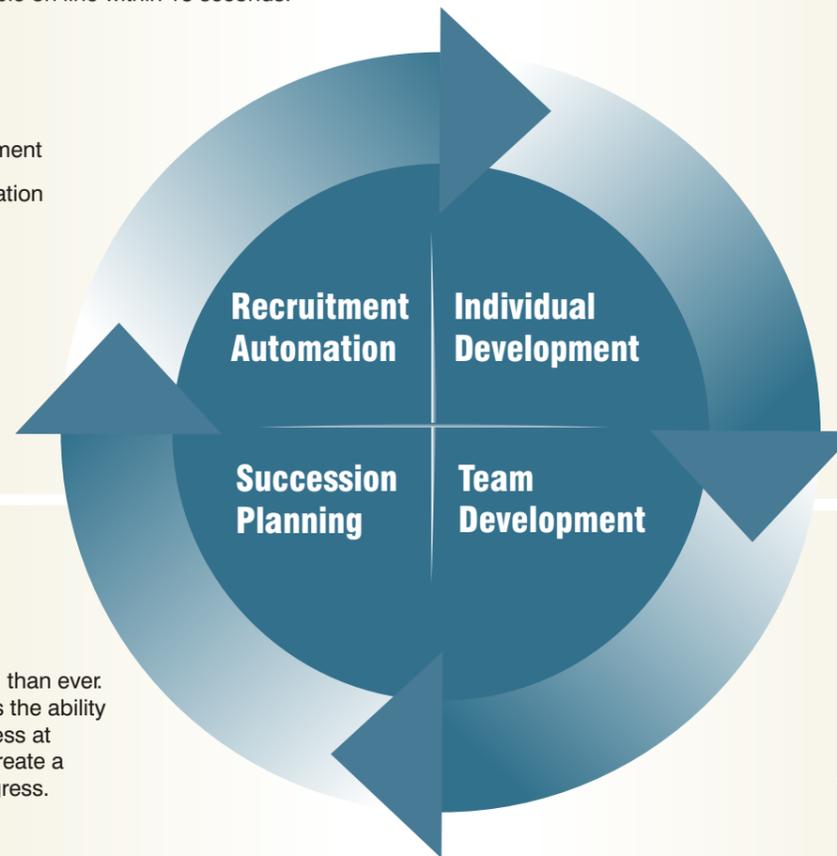
Used by over two million people in more than five thousand companies worldwide