

What Makes Our Assessment Process the Preferred Choice?

- ✓ 6000+ Job Specific Formulas
- ✓ 175 Job Performance Impact Traits
- ✓ Advanced Assessment Technology
- ✓ High ROI
- ✓ Easily Customized
- ✓ Reports Specific to Person and Job
- ✓ No Adverse Impact



Business Results

The Harrison Assessment® will accurately predict (based on validated studies) how a person is going to perform against solid performance criteria that discern high, medium and low performers within your organization.

Harrison Assessment Enables You to Predict:

- How to engage and retain employees based on specific personal preferences
- What kind of choices a person will make in mission critical situations
- What they pursue and/or avoid
- How they communicate, influence and lead
- How they handle autonomy and freedom responsibility
- If they will take personal initiative
- How innovative they will be when confronted with difficult challenges
- If they will become autocratic, dogmatic, dictatorial or controlling as managers
- If they will resist change and/or be rigid
- Whether employees are likely to succeed as leaders and at what level
- If they are easily influenced, blindly optimistic, impulsive and/or illogical
- If they will avoid difficult decisions
- If they are scattered or chaotic in their approach to projects or planning
- If they will seek to learn, grow and excel
- What kind of recognition they need?
- If they will as a leader provide direction and hold people accountable for results
- How they will handle conflicts
- . . . and much more



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 behavioral 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 Preferences

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.

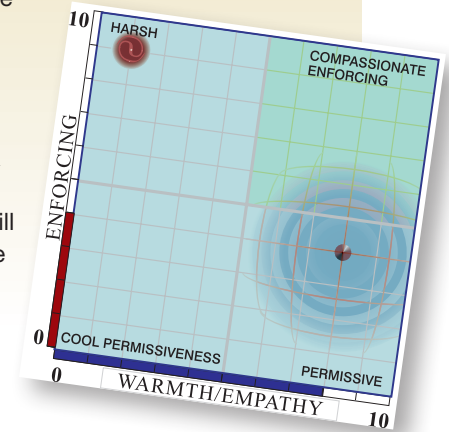
Harrison Assessments' global research indicates that the enjoyment of these various aspects of a job is highly correlated with good performance.



Paradox Theory

Harrison Assessments Paradox Theory provides a greater depth of psychological understanding because it reveals an entire system of behavior rather than merely offering insights about specific traits. It also predicts stress behavior 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 behavior (large circle) tends to be permissive. However, according to the principles of Paradox Theory, that behavior 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 behavioral 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

Contact us today at
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or call 1 888-248-5553