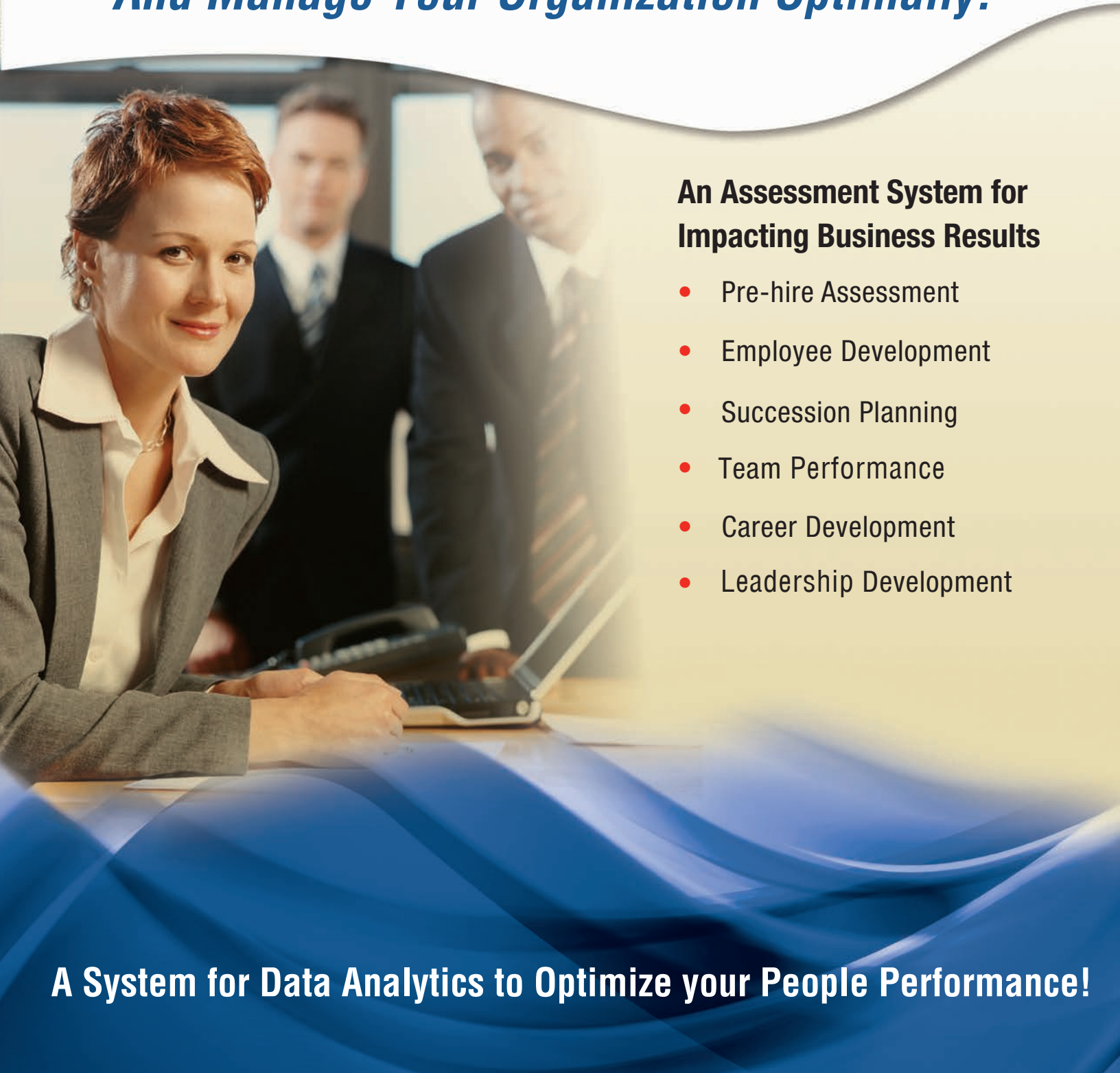




HARRISON
ASSESSMENTS
NORTH AMERICA



Select the Best *Develop the Best*
Retain the Best
And Manage Your Organization Optimally!

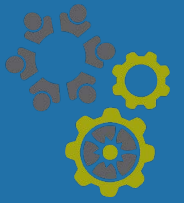


An Assessment System for Impacting Business Results

- Pre-hire Assessment
- Employee Development
- Succession Planning
- Team Performance
- Career Development
- Leadership Development

A System for Data Analytics to Optimize your People Performance!

- 6000+ Job Specific Formulas
- 175 Job Performance Impact Traits
- 20+ Years Research & Validation



Pre-hire Assessment

The Harrison Assessments System provides a comprehensive assessment of the behavioral competencies required for a position and accurately predicts success and potential obstacles. Integrated selection tools include performance-based interviewing questions, how to attract the candidate, and the ability to calculate eligibility, suitability, and interview ratings for a composite ranking of candidates.

The assessment is web-based and scored online with comprehensive results available within 15 seconds.

Assess:

- Decision-making
- Communications
- Motivation
- Flexibility
- Conflict management
- Innovation
- ...and much more



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



- Advanced Assessment Technology
- High ROI
- Easily Customized

- Reports Specific to Person and Job
- 26+ Languages
- No Adverse Impact



Individual Development

The Harrison Assessment 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
- Handle conflict
- Seek to learn, grow, and excel
- Plan and organize
- ...and much more

Team Performance Building

In today's specialized work environment, talent is not enough. Talented people must effectively work together in order for the organization 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 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 decision-making potential
- Identify the best roles for each team member
- Assess the potential for cooperation or conflict
- Establish clear guidelines for effective interactions





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.

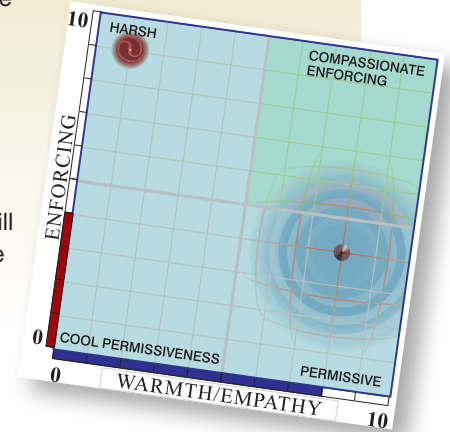
Harrison Assessments' global research indicates that the enjoyment of these various aspects of a job is highly correlated with good performance.



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

To learn more...
Call 760-539-7412
or email sg@optimizepeople.com