



Predictive Analytics for selecting, developing, leading and engaging talent

# Talent Management Overview

Harrison Assessments™ provides the most powerful set of solutions for the entire talent life cycle with ONE ASSESSMENT that predictively provides solutions in the three critical talent management areas of [recruiting](#), [coaching & development](#), and [career & succession planning](#); all supported with useful decision analytics.

## The Assessment

Harrison Assessments™ is an exceptional, highly reliable and validated assessment tool. The online assessment, which takes less than 30 minutes to complete, measures 175 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 24 years worldwide and is currently available in 32 languages.

## The Theories

The Enjoyment-Performance Theory affirms 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.



# Talent Management

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The [Paradox Theory](#) truly differentiates the Harrison Assessments™ from all of the assessment tools. According to this theory, an individual can possess and demonstrate seemingly contradictory traits simultaneously. By measuring 12 universal paradoxes, which take the form as gentle (passive) and dynamic (aggressive) traits, we can describe various levels of balance and imbalance enabling us to more accurately predict behaviour.

## Reliability & Validity

Using our advanced cross-referencing technologies that make over 8,000 comparisons, it provides the equivalent amount of information of 2,700 multiple-choice questions. 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.

# 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: all while collapsing time to hire and reducing related expenses.

## 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

Provide assessment-driven career roadmaps that predict employees' likelihood of success and enjoyment for targeted jobs within an 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 ranking of 650+ careers according to their level of enjoyment, interact with career information, discover career requirements, and explore specific areas of potential satisfaction or dissatisfaction.

## Engagement & Retention Solutions

Harrison Assessment's Engagement & Retention Analysis™ provides you with actionable data, based on leading indicators of employee expectations, to plan and align optimal strategies that will motivate employees at the individual, group and organization levels.

# Talent Management

## 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 who use our assessment 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

- Provides the equivalent of a full day of testing in less than 30 minutes
- Generates a personalized interview process and behavioural questions
- Describes how to attract a candidate based on individual analytics
- Generates 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 different jobs

## Harrison Talent Life Cycle Solutions

This powerful self-knowledge improves relationships and performance. Effective talent development facilitates strong relationships among employees, managers, coaches and teams. Harrison provides employers the comprehensive intelligence and data necessary to build these relationships, resulting in accelerated employee development, and increased employee engagement and retention.

