Assessment Evaluation Checklist

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What makes an Effective Talent Assessment?

Accuracy   Predictability   Validity   Analytics   Insight   Applicability

Essential Factors | Benefits

Essential Factors	Benefits
Work-related questions/content	Credibility, face validity, legality and potential usefulness
Results relate to specific job performance	Face validity, accuracy, legal protection, ease and accuracy-of-use, No Adverse Impact, EEOC Compliant, Meets ISO Standards….
Provides an overall score for each "assessee"	Criterion validity, ease-of-use and ability to verify effectiveness
Measures all key performance related factors	Greater accuracy and test confidence, the industry leader
Legal and ethical compliance	Legal protection, which is mostly determined by the above
Highly Accurate in predicting performance	Improved insight/decision-making - mostly determined by the above!
Measures both suitability & eligibility with customizable job criteria	Essential for comprehensiveness and effective interpretation as well as focus on real performance factors
Effective deception prevention and detection	More accurate results: Eliminates ability of "Deceivers" to fool system
Assesses more than 150 behavioral factors including motivations, tendencies, attitudes…	Human behavior is complicated; a large breadth of factors is necessary to accurately predict it and provide causal insight for management
Short eligibility assessment and Efficient 20 minute suitability assessment	Quick applicant processing and better interpretation and a Superior User Experience
Easy to Use for Company and Assessees and Cost -Effective	Advanced digital technology and user-friendly menus drive this data analytics system with benefits for the entire talent management cycle
Behavioral questionnaire incorporating 7 assessment types into one	Talent attraction, better test reliability, talent retention and succession planning
In-depth coaching and development reports	Provides insight to strengths, potential derailers and blind spots

Significant Added Value Factors	More Benefits
Applicant tracking system (stand-alone or integrated with your system)	Saves time, allows for applicant tracking in the context of assessment; Reduces time and cost up to 80%
Automated recruitment campaigns	Segregates candidates by position for ease-of-use and tracking and allows focus (and expense) only on top performers
Competency and values mapping (and Culture Screens)	Helps employees to develop behavioral competencies and core values and improves ability of managers to play role of coach
Team Data Analytics and Performance Building	Accurately delineates team values, identifies strengths and clearly identifies gaps to address
Talent/Succession Planning	Accurately identifies jobs for which internal employees are both suitable and eligible
Interview Questions/Reports	Provides professionally developed questions focused on job criteria making interviews more effective and useful as a validation process
Career and Talent Planning reports	Provides insight and data analytics on how to best develop careers
Performance Benchmarking	Enables benchmarking of employees' capabilities vs. a validated profile of high performers - traits they have and do not have. Easily identifies and formulates the key factors that lead to job success.
Industry awards and recognition, Prevails in head to head comparisons over and over.	Since 2014, the most award winning in the industry. Awards from both *Brandon Hall* and *Bersin (by Deloitte)*.

✓ Capabilities of the Harrison