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HARRISON ASSESSMENTS
Assess for Success

Our Features	What They Enable…
170+ Traits Evaluated	Our solutions evaluate over 170 behavioral traits, while most assessments in the industry only evaluate 10 to 32. This improves the accuracy, insights and overall usefulness of the data.
Evaluates Suitability	The suitability component, of each Job Success Formula, evaluates how each applicant compares to a complete set of suitability factors including attitudes, motivations, interpersonal skills, interests, work values, and work preferences. Most systems only measure personality.
Evaluates Eligibility	The eligibility component of each Job Success Formula evaluates how applicants compare to the ideal levels of education, experience and skills based on our proven Job Success Formulas.
25 + Years of Performance Research	Harrison Assessments' Solutions are based on more than 25 years of performance research that focuses on understanding the differences between high, average and low performers.
6500+ Job Success Formulas	We make it easy to create comprehensive assessments that fit specific job success requirements. We help companies easily and accurately assess the eligibility and suitability factors that lead to job success and use this information to improve productivity and reduce costs.
SmartQuestionnaire™	Advanced cross-referencing technologies makes thousands of comparisons, providing the equivalent amount of information of 2,900 multiple-choice questions in around 20 minutes. This provides the information which is the equivalent of over 10 hours of conventional testing.
Meets All Legal Requirements	Our assessments meet all the legal requirements of the US Equal Employment Opportunity Commission (EEOC). No Adverse Impact
Paradox Technology™	Our solutions effectively identify exceptional strengths and negative traits because they are based on the principle that each trait has the potential to be either productive or counter-productive, depending upon other balancing traits.
Unique Culture Screening and Insight Capability	Given the unique nature of the 170+ traits we measure, we can (and do for some of the world's leading organizations) provide highly effective culture screens and competency modeling enabling you to build the kind of culture that ensures success while turning the typically intangible nature of cultural understanding, tangible
Pre-screening	Harrison Assessments' pre-assesses both eligibility and suitability, and consequently it eliminates up to 80% of the administration work by identifying and sorting the candidates according to their overall qualifications. This dramatically reduces the number of resume reviews and candidate interviews required to find the best candidate.
Consistency (Lie) Detection	Any attempt to deceive our SmartQuestionnaire™ is instantly detected by more than 190,000 cross-references of the answers. It handles the issue of deception better than any assessment questionnaire in the industry.
Interview Process Support	Our automatically generated Interview Worksheets guide interviewers through the entire interview process to further evaluate each short-listed candidate. These Worksheets also provide customizable behavioral interviewing questions and scoring guidelines to further evaluate suitability and produce an overall (objective) score to greatly improve hiring process outcomes.
Talent Development	The ParadoxTechnology™ provides highly specific information about individual employees regarding their work satisfaction and individual needs. This information can be converted into competency models which facilitate efficient continuous improvement and provide substance to management coaching efforts. The information provided enables managers to easily shift their behavior to become better leaders and more effective coaches to achieve greater performance and innovation.
XML Integration	If you use additional assessment methods, the results can be seamlessly integrated into Harrison Assessments' hiring process. If you already have an ATS, Harrison Assessments' solutions can interface and exchange data.
Development Plans	We provide individualized development plans and coaching tools that guide the employee to develop specific job success traits.
Performance-Enjoyment Methodology	We help companies predict and manage performance, work satisfaction and retention. This also enables companies to create a more inspired work force and increase performance by assigning the roles and responsibilities that fit them the best.
Applicant Tracking	Applicants are automatically ranked and short-listed. Our automated applicant notification system will not only save your company considerable time, it is convenient for the applicants and will present your company professionally. It also integrates with most HRIS systems.
Talent Planning	With the Talent Planning module, see how well each member of your work force fits with future jobs that may become available and create competency models cost-effectively to help you pinpoint and evaluate development needs
Industry Recognition	The industry research and rating organizations, Bersin by Deloitte and Brandon-Hall, since they've discovered, assessed and researched us, give us the industry awards in this space (beginning in 2014)
For more information, www.Optimizepeople.com 760-539-7412 / alan@Optimizepeople.com	Used by leading organizations globally who put the effort into assessing and researching the tools they use for selection, engagement, development and talent planning. *Ask us for examples and case studies....* ©2016 Agiledge