

What Makes Harrison Solutions Unique

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	Styles	Work Environment

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



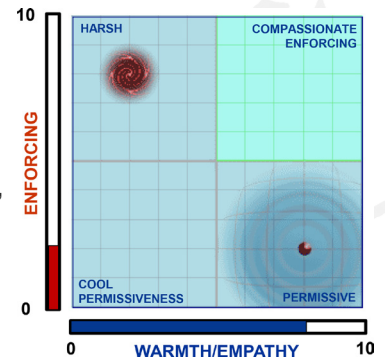
If you enjoy an activity, you tend to do it more. By doing it more, you tend to learn and improve the related skills. As a result, you tend to gain recognition (including self recognition) which helps you enjoy the activity more.

Contact us for a no cost demo and to learn more...

Paradox Theory

Harrison Assessment's 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 Assessment's 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.



Improve Business Results Continuously

- 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