



The Harrison Assessments SmartQuestionnaire™

What Is the SmartQuestionnaire?

The SmartQuestionnaire's unique construct:

- Measures essential, job-specific success factors with highly accurate results using 6,500+ researched Job Success Formulas.
- Accurately predicts an individual's engagement, performance, work satisfaction and retention.
- Provides decision makers with an easy-to-understand overall score explicitly indicating a person's potential for success in a specific role.
- Prevents and detects deception using three psychological methodologies for authentication.
- Provides the equivalent of a full day of typical job-specific testing in less than 25 minutes.
- Offers administration in 29 languages.

Leverage the Benefits Throughout the Talent Cycle

- The SmartQuestionnaire's unique design and the powerful science behind it provide a wealth of data that can be leveraged throughout the entire talent management life-cycle... yet it takes only 25 minutes for candidates and employees to complete.
- For pre-hire assessment, the SmartQuestionnaire minimizes the time candidates need to complete an assessment and accelerates your organization's hiring process.
- Extensive validation and strong defensibility reduces legal exposure.
- Harrison Assessments can be utilized throughout the talent cycle to accelerate development, identify future high potential employees, provide career guidance, and create engagement alignment with management, teams, and organizational goals.