

---

## Unrivalled Comprehensiveness & Convenience

---

Harrison's SmartQuestionnaire identifies the ideal person for each specific job by measuring all the factors that constitute success in that role—including *eligibility* factors (such as education, experience and skills) and *suitability* factors (such as job-related behaviors). Harrison Assessments integrates all factors into one final score to select or promote the right individual for each and every role with no guesswork and no interpretation. No other assessment compares.

---

## Built-In Lie Prevention

---

The Harrison Assessment SmartQuestionnaire is designed to prevent an individual from feeling the need to be deceptive. Even so, any attempt to deceive the SmartQuestionnaire is detected by more than 8,200 cross-references of the person's answers.

The Harrison system is so sensitive that even slight attempts to deceive it are automatically detected, located, and flagged for you. Even individuals practiced at deception will be identified as poor candidates because they will inevitably fail the Paradoxical Analysis mechanism, which is completely hidden. The SmartQuestionnaire handles deception better than any assessment questionnaire in the industry.

---

## Mitigates Legal Risk

---

Using a comprehensive assessment tool like the SmartQuestionnaire helps reduce potential legal exposure. Harrison's SmartQuestionnaire meets all the legal requirements of the U.S. Equal Employment Opportunity Commission (EEOC) and is legally defensible because questions follow the job analysis for each specific job. As a result, it's strong face validity effectively counters any argument of unfair adverse impact.

### Harrison Talent Life Cycle Solutions



Contact Harrison Assessments to learn more about Talent Solutions. **(760) 539-7412**