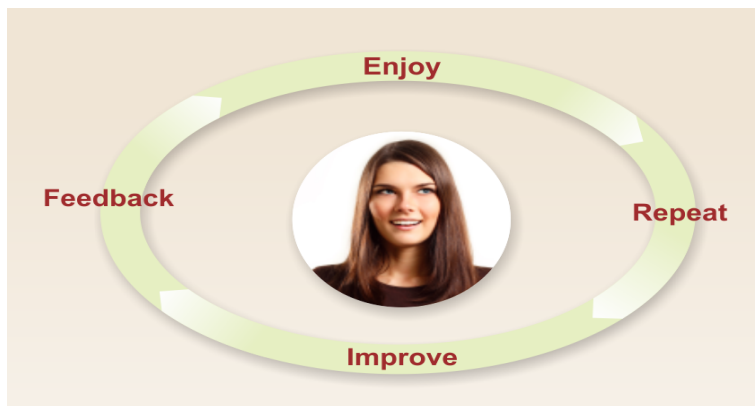


## Enjoyment-Performance Methodology

Very few behavioral assessments or personality assessments measure work satisfaction even though it is critically important to do so. As a result, assessments are limited in their ability to determine motivation or forecast whether an individual will prosper and stay with the company.

Harrison Assessments' 20 years of research has proven that employees who enjoy at least 75% or more of their job are 3 times more likely to succeed than employees who enjoy less than 75% of their job. That makes understanding factors related to work satisfaction vitally important for making the right hiring decisions, motivating employees, and retaining top talent.

Harrison Assessments methodology considers three key issues related to work satisfaction and retention: They are: 1) The degree to which a person's preferred tasks fit the job, 2) The degree to which a person's interests fit the job, and 3) The degree to which a person's work environment preferences fit the job.



Enjoyment and Performance are linked because the level of enjoyment that an employee has while performing a particular activity is directly related to the level of their performance relative to that activity. When people enjoy a task, they tend to do it more, and get better at it. Good performance creates acknowledgement and/or positive self regard which then causes people to enjoy the task even more.

Harrison Assessments predicts performance, work satisfaction and retention. It also enables companies to motivate people and increase their performance by assigning the roles and responsibilities that give them the highest degree of work satisfaction. Harrison Assessments also enables companies to show their employees that they care about their work satisfaction. This genuine concern will surely evoke a positive response.

Contact Quadrant 1 International to learn more about Harrison Assessment Enjoyment Performance Methodology.

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