Welcome to Harrison Assessments Talent Solutions

with

A Global Integrated Solution

40 countries

30 languages

3 million+ users

30+ years of research

Harrison Assessments Talent Solutions

HARRISON
ASSESSMENTS

Quadrant1
INTERNATIONAL

Canon
Epson
Samsung
Cisco
LG
Shell
Unilever
Nestle
Tesco
Marks and Spencer
Caterpillar
Toyota
BMW
Volvo
Boeing
Bosch
General Electric
British Petroleum
Dupont

Rotary International
University of Notre Dame
University of Washington
University of Adelaide
University of Hong Kong
Seoul National University
Ken Blanchard Companies
Grant Thornton
Cigna
Swissotel
Manpower
Hewitt
World Food Programme
Bank of Indonesia
ABN-AMROAON

What makes **HATS** special?

Because HATS is job centric it generates all reports from one
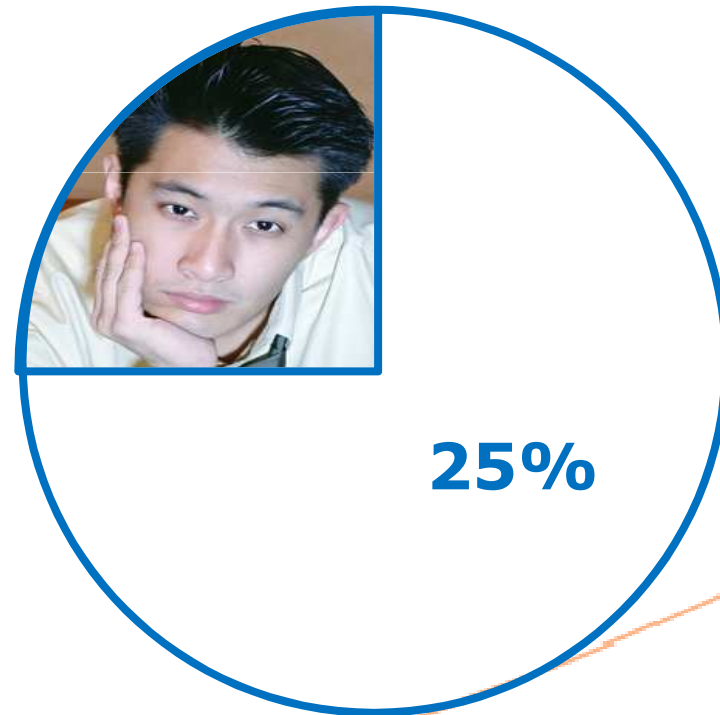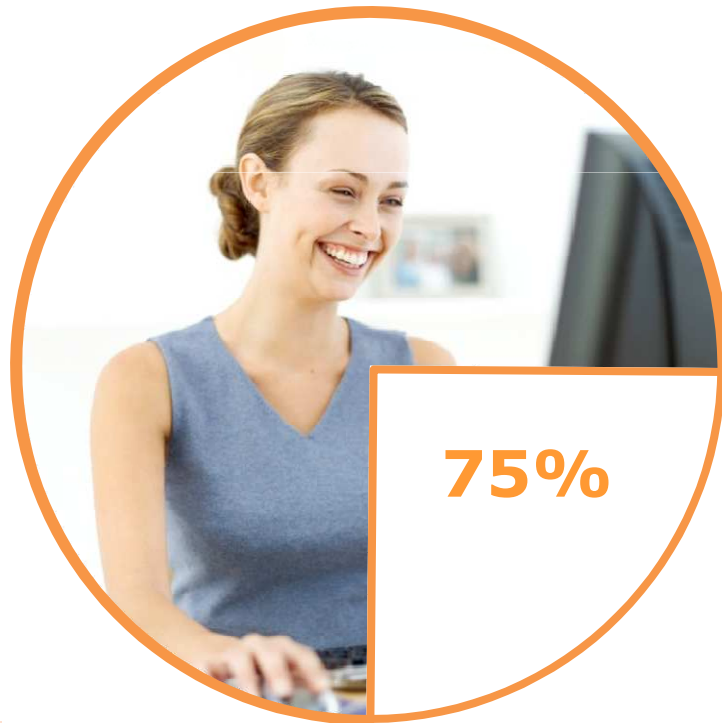
SmartQuestionnaire™

There are 6,500 customisable job profiles on the system

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About the SmartQuestionnaire™

- 175 traits – work preferences, motivations, interpersonal skills, interests, attitudes, work values

- Consistency Score making over **8,000 comparisons**

- Equivalent of **2701** multiple choice questions

- Predict job success with up to 95% accuracy

- Uses over **150,000** cross references to accurately match behaviour

- **ParadoxTechnology**™

- Enjoyment theory

- No fooling! No labelling!

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Performance – Enjoyment Theory

Harrison Assessments' 30 years of research has proven that employees who **enjoy at least 75%** or more of their job are **three times more likely to succeed** than employees who enjoy less than 75% of their job.

75%

25%

Paradox Technology™

A Complete Talent Solution

Succession Planning

Selection

Development

Performance

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A Complete Talent Solution

Selection

Selection using Traditional Methods

According to HR Review February 2014 **it costs over £30K to replace a member of staff!**

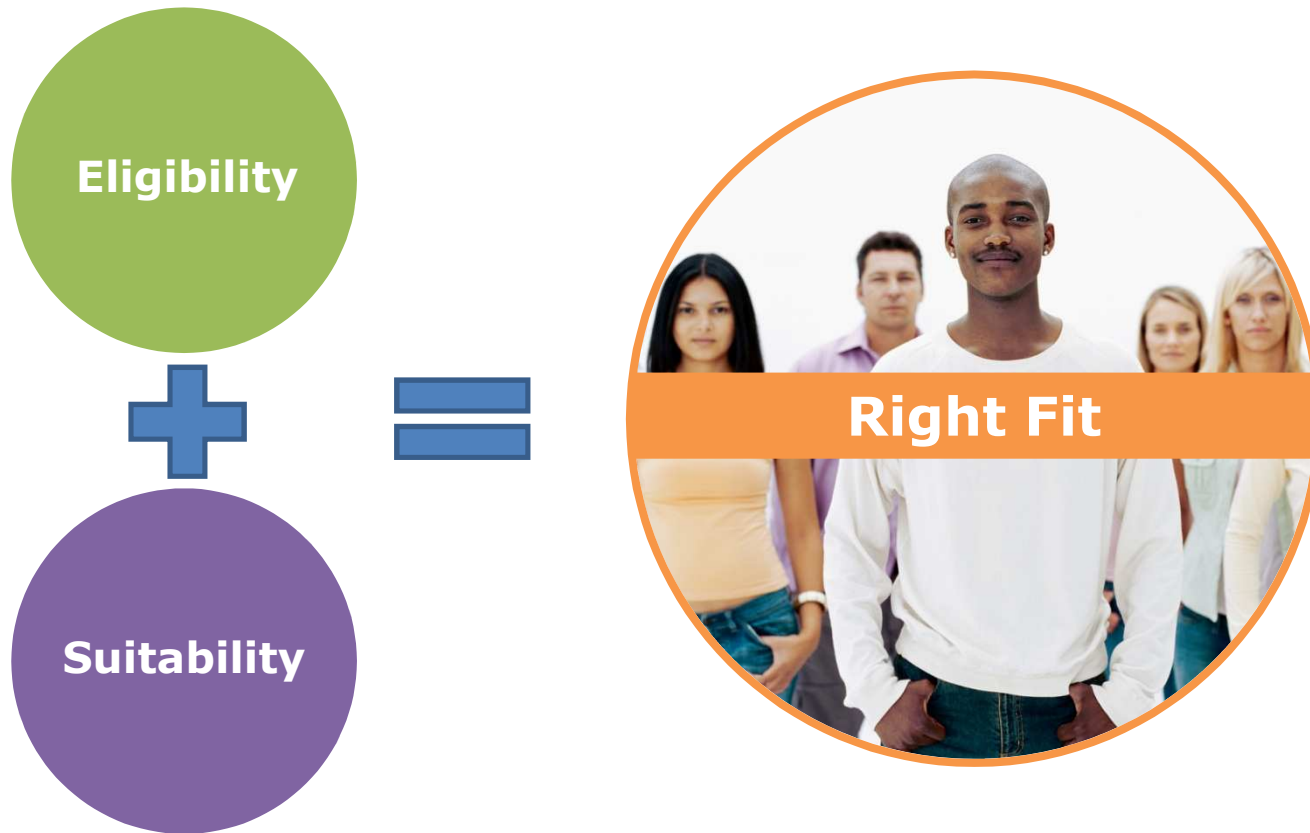**55% of the time we get it wrong and have to start again!**

HARRISON ASSESSMENTS
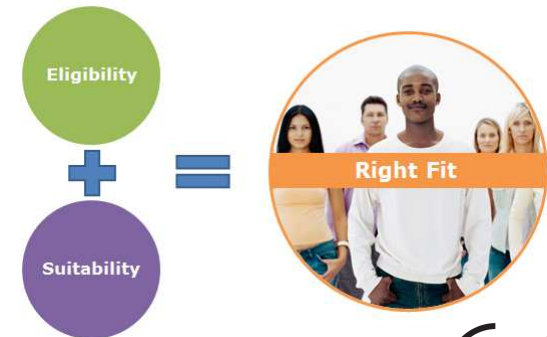
Selection using the Harrison Assessments Method

You could increase your predictive success rate from 40-45% using traditional methods to **90-95%** using **HATS** whilst taking up to **80%** of the cost away!
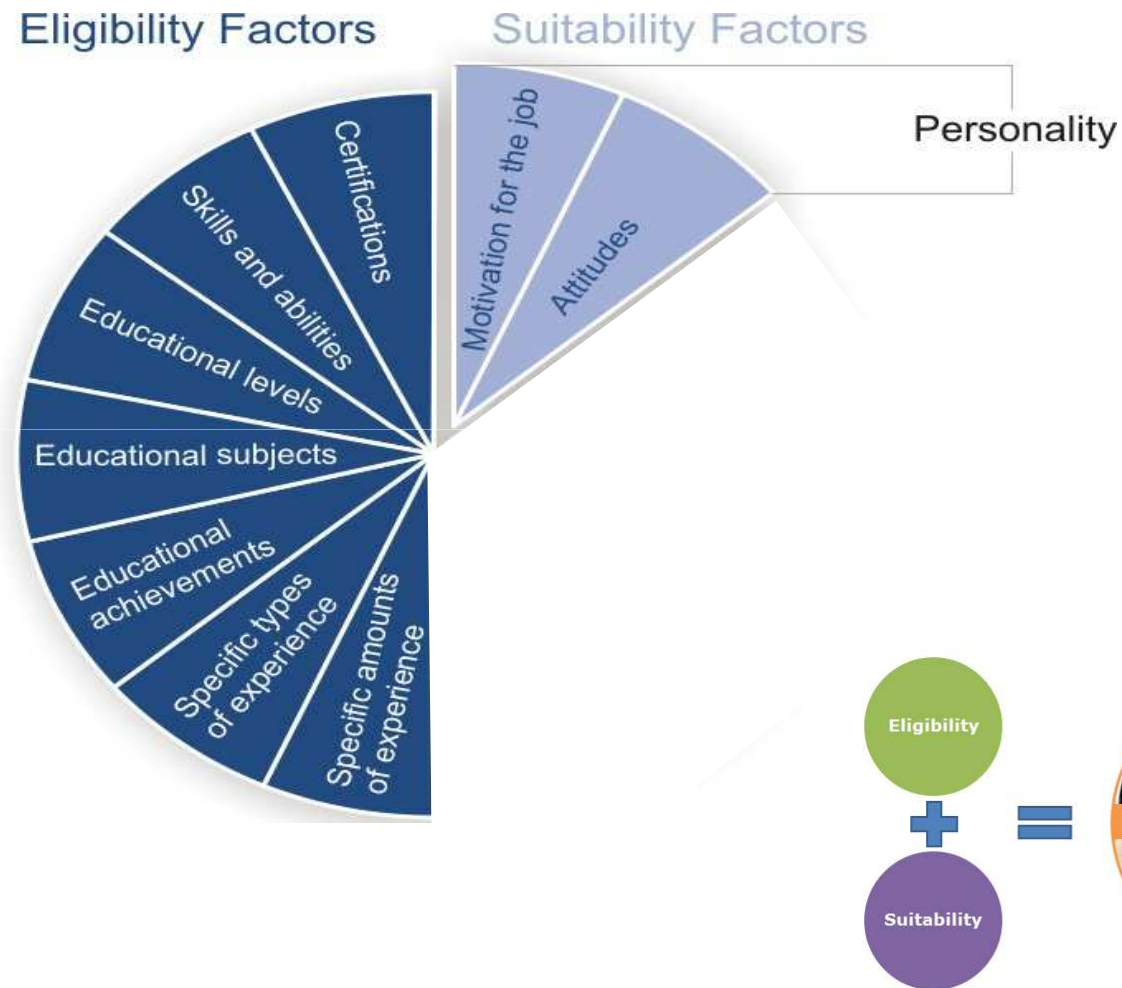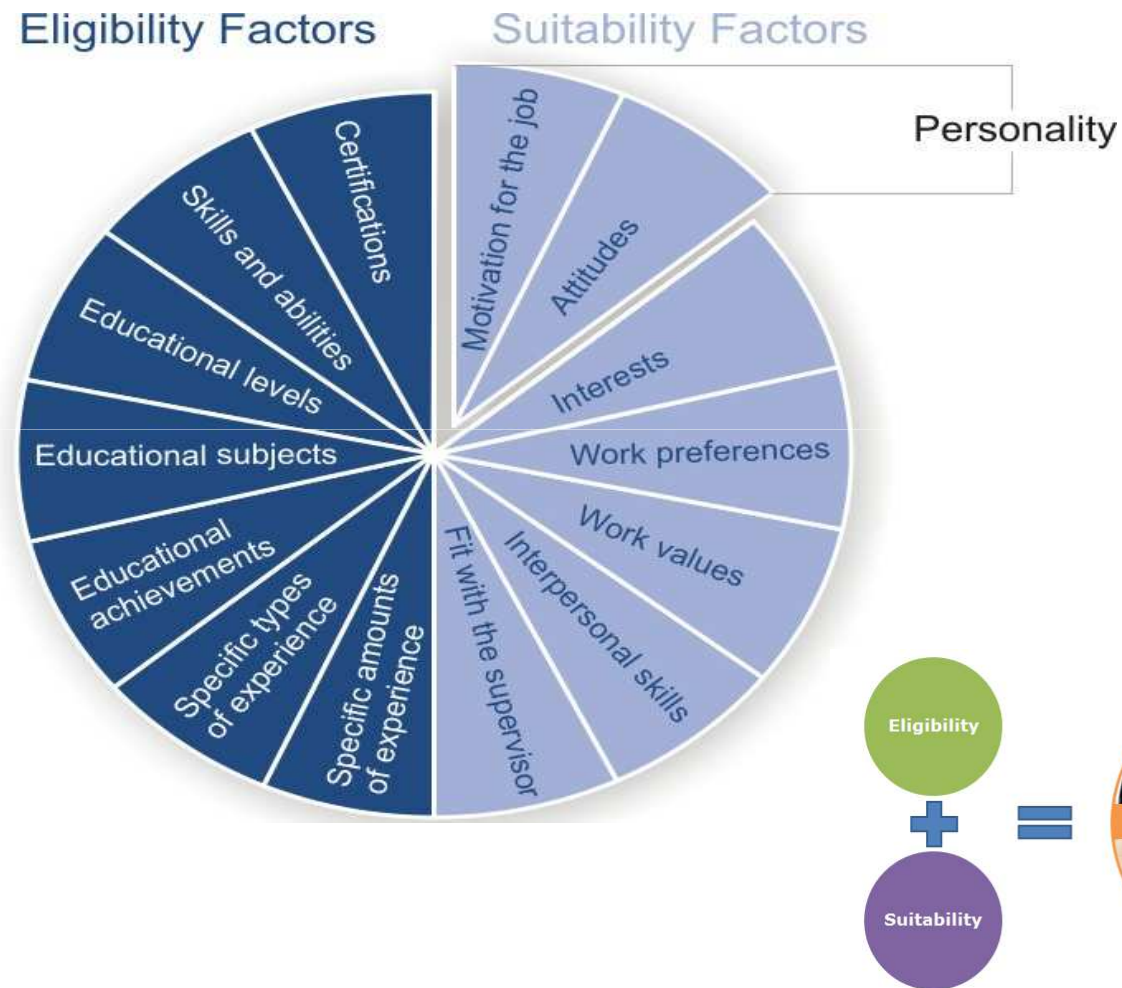
Selection

Eligibility

+

Suitability

=

Right Fit

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Selection

Eligibility Factors

- Certifications
- Skills and abilities
- Educational levels
- Educational subjects
- Educational achievements
- Specific types of experience
- Specific amounts of experience

Eligibility + Suitability = Right Fit

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Selection

Selection

A Complete Talent Solution

Development
- Personal
- Team

Performance

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Individual Paradox Report

Right Fit

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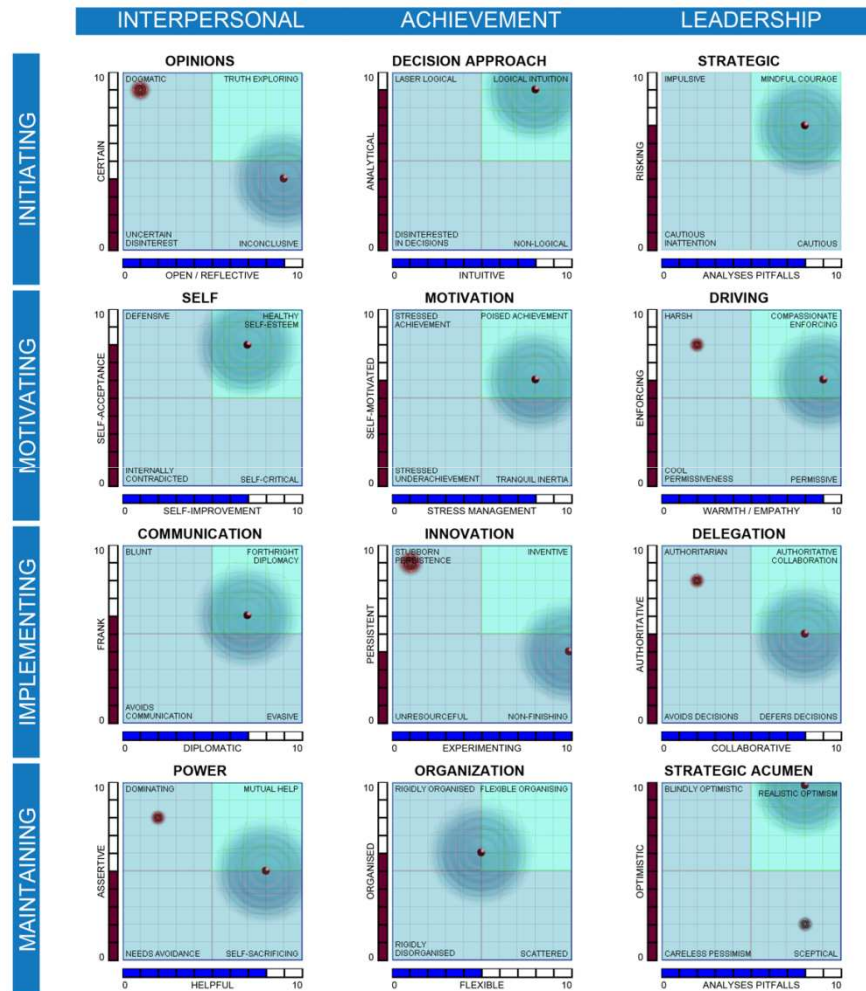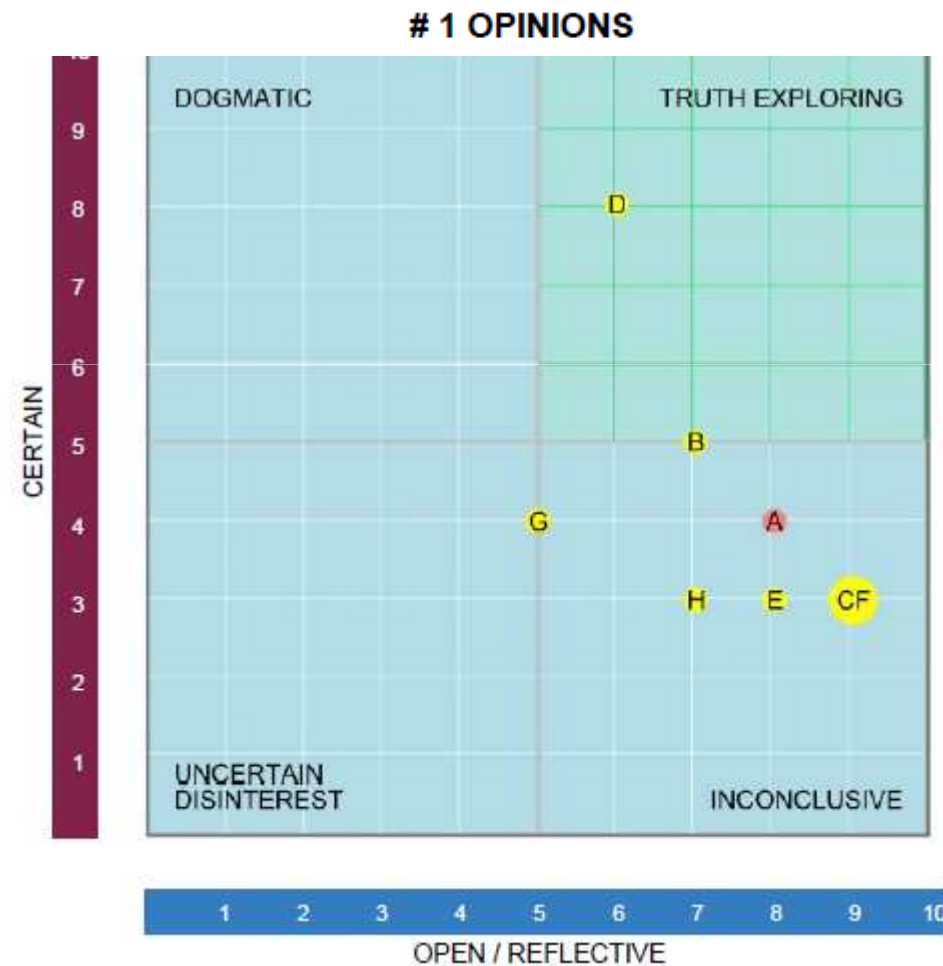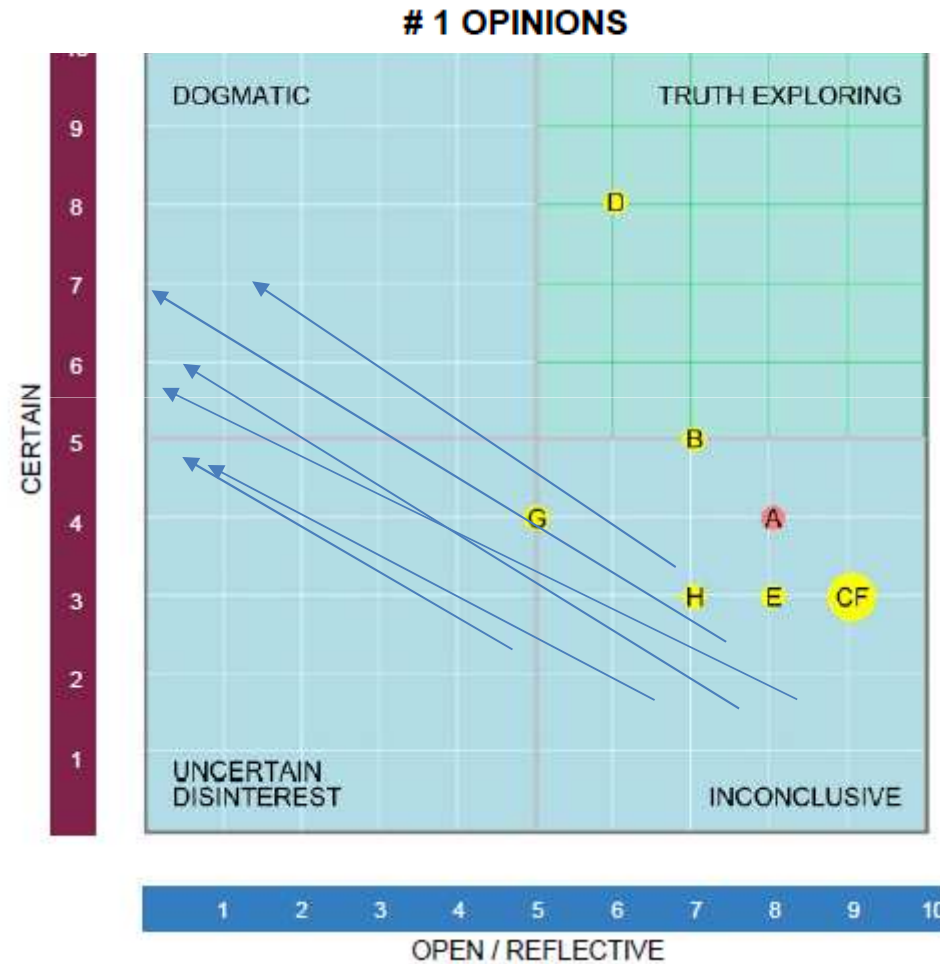
Team Paradox

Places all team members on the same graph to identify trends
(normal behaviour)

Team Paradox

Places all team members on the same graph to identify trends
(under stress conditions)

Traits and Definitions

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The report lists ID: 962330's traits and corresponding scores in descending order for each trait category. The trait definitions are to the right of each trait. If a position was selected when running this report, the traits related to the position will be highlighted in green for Essential Traits, blue for Desirable Traits, and red for Traits to Avoid that could hinder ID: 962330's performance.

The questionnaire includes a technological 'consistency detector' that indicates the reliability of results by analysing the consistency of the answers on the questionnaire. ID: 962330's consistency score is 85 which indicates that ID: 962330 is 97.0% consistent in answering the questionnaire. This indicates a high likelihood that ID: 962330 was truthful, accurately self-aware, and able to concentrate on the questionnaire.

A single asterisk, *, indicates that there are some inconsistencies related to this trait, but the result is probably reliable. A double asterisks, **, indicates that there are some inconsistencies related to this trait, and the result is probably questionable.

Traits

These are the primary work preference and personality factors measured in the Harrison Assessments system, listed in order of ID: 962330's scores.

Life Themes - ID: 962330's life themes, highest values, key potential strengths

Trait	ID: 962330's Score	Description
Planning	9.8	The tendency to formulate ideas related to the steps and process of accomplishing an objective
Optimistic	9.7	The tendency to believe the future will be positive
Experimenting	9.6	The tendency to try new things and new ways of doing things
Relaxed	9.6	The tendency to feel at ease or calm while working
Outgoing	9.5	The tendency to be socially extroverted and the enjoyment of meeting new people

Strengths and Preferred Focus - ID: 962330's potential strength and preferred focus

Trait	ID: 962330's Score	Description
Cause Motivated	9.5	The tendency to be motivated to help society
Wants High Pay	9.2	The desire to earn greater remuneration
Warmth / empathy	9.2	The tendency to express positive feelings and affinity towards others
Open / reflective	9.0	The tendency to reflect on many different viewpoints
Analytical	8.7	The tendency to logically examine facts and situations (not necessarily analytical ability)
Collaborative	8.4	The tendency to collaborate with others when making decisions
Tolerance Of Structure	8.4	The tolerance of following rules, schedules, and procedures created by someone else
Helpful	8.1	The tendency to respond to others' needs and assist or support others to achieve their goals
Wants Capable Leader	8.1	The desire to have a leader one perceives to be capable
Enlists Cooperation	8.1	The tendency to invite others to participate in or join an effort
Analyses Pitfalls	8.0	The tendency to scrutinise potential difficulties related to a plan or strategy
Intuitive	7.8	The tendency to use hunches to help make decisions (not necessarily intuitive capabilities)
Self-acceptance	7.6	The tendency to like oneself ("I'm O.K. the way I am")

Acceptable Areas - ID: 962330's moderate strengths and preferences

Trait	ID: 962330's Score	Description
Self-improvement	7.4	The tendency to attempt to develop or better oneself

Right Fit

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Traits Export

Lists all 175 traits in alphabetic order for a team on an excel spreadsheet

Profilees	Trait Analyses Pitfalls	Analytical	Assertive	Authoritative	Cause Motivated	Certain	Collaborative	Comfort With Conflict	Diplomatic	Enforcing	Enlists Cooperation	Enthusiastic	Experimenting	Flexible	Frank	Helpful	Influencing
David Archer	8.4	7.0	2.7	5.1	7.6	4.1	7.6	9.4	9.0	3.4	6.8	4.9	9.4	9.5	2.9	8.3	8.3
Ram Kumar	9.7	8.0	2.7	9.1	8.8	5.1	9.2	4.1	5.3	2.4	7.6	8.0	8.1	7.0	3.3	8.4	6.3
Carol Dvorak	4.7	3.4	4.6	5.3	8.1	3.3	6.9	8.3	7.0	5.2	4.1	8.1	7.3	4.6	5.4	7.8	5.7
August Greider	4.7	4.5	8.8	9.1	6.1	7.9	4.1	4.8	9.0	4.5	3.6	3.0	7.0	3.0	8.6	8.3	4.4
Noella iessling	6.0	8.5	4.1	7.1	9.5	3.1	7.4	7.9	4.9	7.9	6.4	9.1	7.8	5.7	8.9	9.2	5.5
Ann Marcellino	6.9	8.6	2.9	5.5	9.9	3.3	9.2	5.8	7.3	6.0	5.4	9.7	9.6	9.0	5.2	9.5	6.4
Aseem Shuka	4.7	3.6	3.6	5.6	5.1	3.7	5.4	7.3	9.0	4.3	2.7	7.8	7.4	8.9	8.1	6.2	3.6
Tuan Wang	5.9	5.3	7.8	8.3	9.5	3.3	4.9	7.3	3.5	6.4	6.5	9.6	7.9	5.9	4.3	8.2	5.3
Average	6.4	6.1	4.7	6.9	8.1	4.2	6.8	6.9	6.9	5.0	5.4	7.5	8.1	6.7	5.8	8.2	5.7

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A Complete Talent Solution

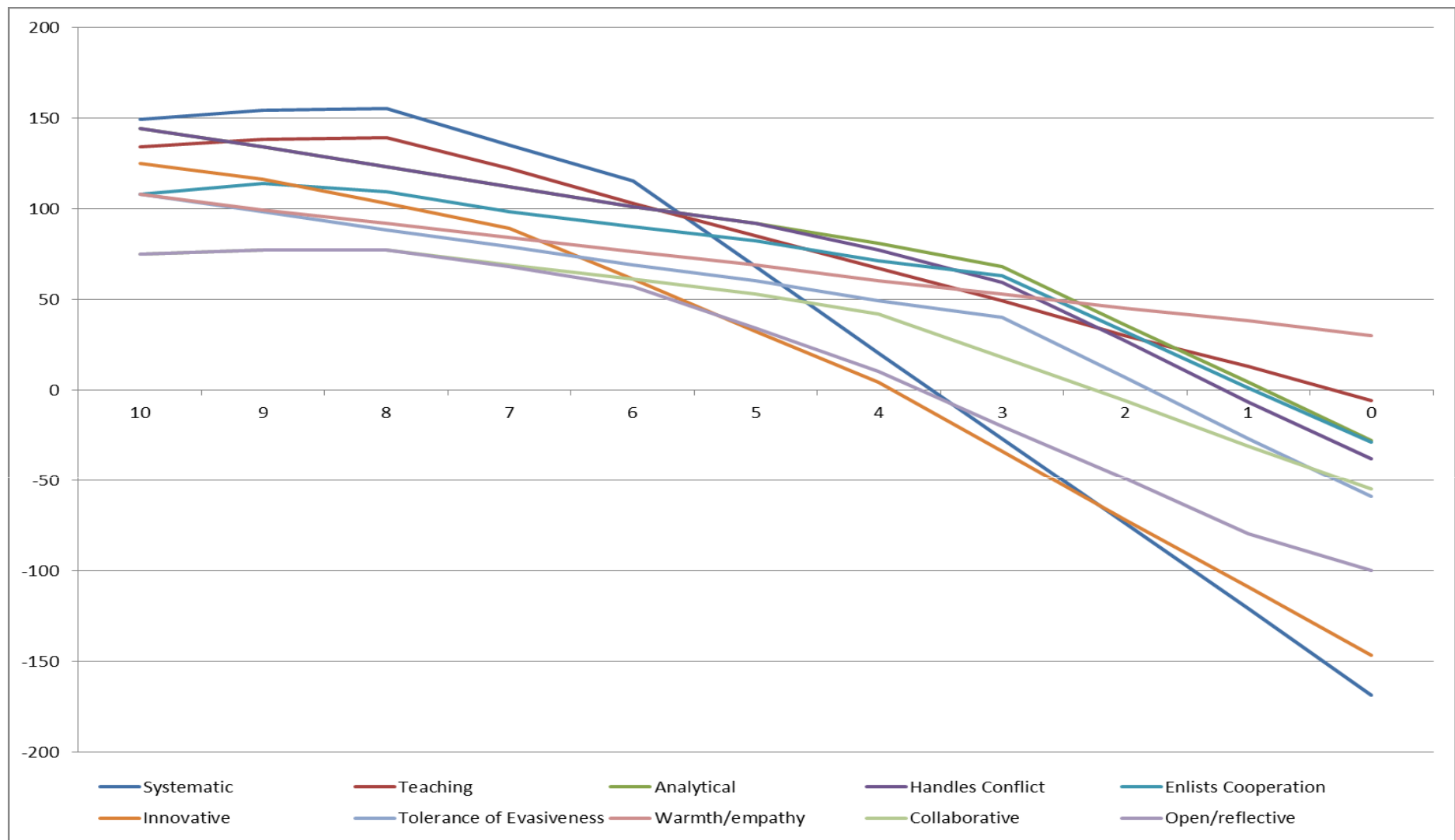**Succession Planning**

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Benchmarking Excellence

5 Easy steps –   *quick simple and cost effective!*

1. Identify sample group (minimum of 30)

2. Identify performance criteria – length of time in post, performance rating, job description

3. Sample group takes SmartQuestionnaire™

4. HATS process results

5. Q1 presents back to client with recommendations including profile of ideal employee for the role.

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Systematic · Teaching · Analytical · Handles Conflict · Enlists Cooperation · Innovative · Tolerance of Evasiveness · Warmth/empathy · Collaborative · Open/reflective

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Use the flexibility of the behavioural profile to assess –

- 14 Standard Behavioural Competencies including coaching, people orientation, interpersonal skills and negotiation.

- Emotional Intelligence

- 10 Leadership competencies

- Company Values
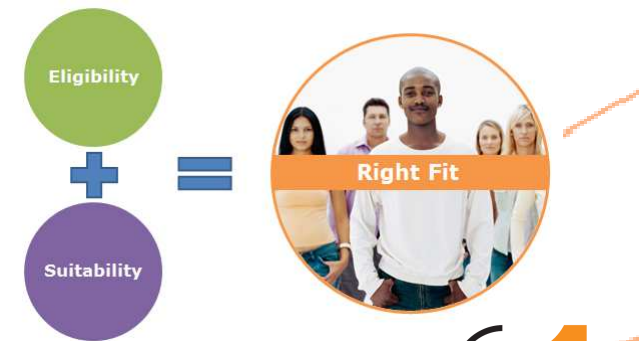
- Talent

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Are your staff engaged?

Use HATS to measure 10 Engagement factors objectively for a fraction of the cost of subjective surveys conducted by other companies!

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Reports

- Job Success Formula
- Job Success Analysis
- Interview Guide
- How to Attract this Candidate
- How to Manage, Develop and Retain this Candidate
- Your Greatest Strengths
- Career Options and Career Development
- Retention and Engagement Analysis (Teams and Individuals)
- Traits and Definitions (Teams and Individuals)
- Paradox Graph (Teams and individuals)

All generated from the same ipsative SmartQuestionnaire™

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The most cost effective talent solution on the market!

- No license fee!

- Simple 'pay as you go' system.

- Only pay for what you need.

- Start quickly by outsourcing to Quadrant 1 then ……

- Migrate into your own company system.

- Ongoing support from Quadrant 1.

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