



Predictive Analytics for selecting, developing, leading and engaging talent

Quantitative Critical Thinking (QCT)

Your Challenges:

- Hiring the best candidates quickly within a tight budget.
- Finding an efficient way to measure critical thinking skills or quantitative aptitude required for job performance success.
- While cognitive tests are one of the best predictors of job success, you worry that typical one to two-hour aptitude tests will "put off" your best candidates. You are right to worry.

The Solution:

Harrison's Quantitative Critical Thinking assessment (QCT)

- Proven high predictive accuracy equivalent to a full-range of cognitive tests but can be completed in an average of just 20 minutes for a much improved candidate experience.
- Based on job requirements, Harrison Assessments' QCT has a high ethical standard that greatly reduces legal risks.
- Incorporated in Harrison's staged psychometric assessment process where only candidates who are Eligible and Suitable are requested to complete the QCT.
- Resulting scores are job specific making interpretation easy and accurate.

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Harrison Assessments QCT Smart Questionnaire raises the bar on cognitive testing and recruitment success:

- QCT's intelligent online questionnaire quickly identifies the candidate's level of ability and focuses the testing on that level.
- QCT eliminates the "guess" factor by avoiding multiple-choice items (answers are entered).
- Questions are varied and technically scrambled to prevent cheating.
- Resulting scores are related to the specific job, making interpretation easy and accurate.
- The QCT testing process and results can be seamlessly integrated with Harrison Assessments' suitability and eligibility assessments, incorporating other essential talent decision analytics.
- Easy-to-use candidate dashboard saves time by ranking candidates according to scores.
- The QCT system automatically generates a candidate-specific Verification Mini Test enabling interviewers to quickly determine whether the candidate completed the questionnaire.
- Mobile-friendly, QCT can be completed on a smart phone.
- QCT system provides options to include resume and/or cover letter upload.
- Allows multiple administration accounts with varied levels of access.
- Comprehensive system enables customizable job descriptions, job campaign management, candidate tracking, automated decline emails, and other recruitment process efficiency features.

Harrison Assessments ROI: Gain all these features & benefits for a minimal cost per applicant!

With a core mission of optimizing human capital through comprehensive assessment and decision analytics, Harrison Assessments created an innovative assessment system that enables organizations in all industries to hire and develop talent across functions and organizational levels. Harrison Assessments' best-in-class assessment capabilities are achieved by its focus on providing the most accurate and effective analysis of human resource and talent capabilities; Harrison's commitment is evidenced by their extensive resources dedicated to research, development and user-friendly software engineering. Their job-specific research and comprehensive talent measurement system is on the leading edge of their industry; along with increased engagement and retention clients achieve improved performance and business results. By facilitating highly valid job success predictability, Harrison Assessments provides organizations a compelling ROI.

Harrison Talent Life Cycle Solutions

This powerful self-knowledge improves relationships and performance. Effective talent development facilitates strong relationships among employees, managers, coaches and teams. Harrison provides employers the comprehensive intelligence and data necessary to build these relationships, resulting in accelerated employee development, and increased employee engagement and retention.

