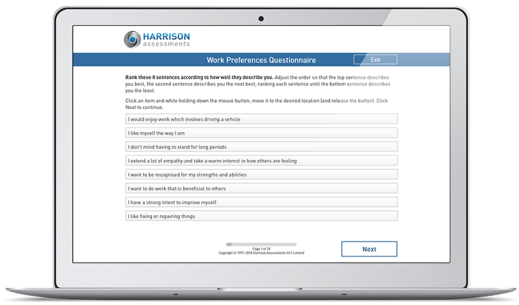
SmartQuestionnaire

What is the Harrison SmartQuestionnaire?



Harrison's industry leading SmartQuestionnaire measures **175 workplace factors** and enables the effective measurement of leadership paradoxes, emotional intelligence, personality, motivation, attitudes, passion for specific jobs, engagement, and retention - all in one high- tech **25-minute questionnaire**.

When applied to group data, the SmartQuestionnaire analyses the organization's leadership capability, talent pipeline, likely talent retention rate, and provides actionable insights into company engagement, leadership development, and succession planning.

Match people to the right roles, facilitate employee engagement, develop job-specific behavioural competencies, promote core values, accelerate leadership development, and enable managers to coach, engage, and retain employees. It's truly a SmartQuestionnaire.

The SmartQuestionnaire's unique construct:

- Measures essential, job-specific satisfaction and 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 satisfaction and 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.
- Available in 49 languages.

HARRISON® assessments

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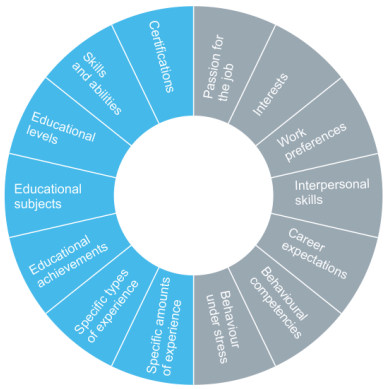
Eligibility | Suitability



Unrivalled Comprehensiveness & Convenience

Harrison's SmartQuestionnaire identifies the ideal person for each specific job by measuring all the factors that constitute satisfaction and success in that role, including **Eligibility factors** (such as education, experience and skills) and **Suitability factors** (such as job-related behaviours).

Send invitations to individual candidates or request all applicants complete the SmartQuestionnaire for bias free, accurate and efficient screening using our Predictive Hiring AI Automation. You even have the option of candidates receiving a complementary branded report on their Greatest Strengths.

Harrison Assessments integrates all factors into a final score for quick selection or promotion of the right individual. No other assessment compares, as guesswork and complicated interpretation are eliminated.

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.

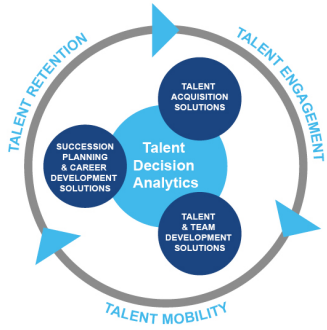
The Harrison system is so sensitive that even slight attempts to deceive it are automatically detected, located, and flagged for you. Even individuals practiced at deception will be identified as poor candidates because they will inevitably fail the Paradox Technology analysis, which is completely hidden. 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 legal requirements in the U.S. and complies with the Equal Employment Opportunity Commission (EEOC). It is legally defensible because questions reflect job-specific analysis, and as a result, the strong face validity effectively counters any argument of unfair adverse impact.

Harrison Talent Life Cycle Solutions

Harrison Assessments uses predictive analytics to help organizations acquire, develop, lead and engage their talent. This comprehensive Talent Decision Analytics provides the intelligence needed throughout the talent life cycle to build effective teams and develop, engage and retain key talent. Contact us to learn how we help organizations make great decisions.



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