



Predictive Analytics for selecting, developing, leading and engaging talent

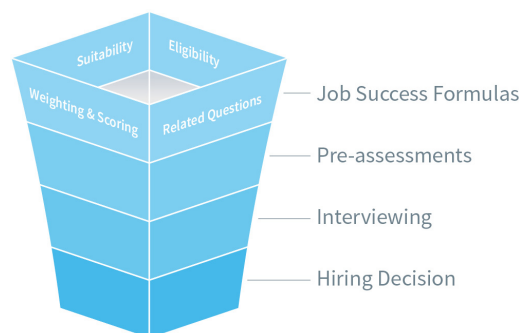
# Talent Acquisition Solutions

## Comprehensive and Efficient Analysis

Harrison Talent Acquisition Solutions enable you to hire the right talent - and do it quickly. Our library of 6500 Job Success Formulas makes it easy for you to create customized assessments. Our job analysis enables you to automatically generate custom assessments using your unique job specific criteria while at the same time creating a clear consensus with other hiring stakeholders.

## Pre-hire Screening

Our pre-hire screening targets your specific requirements for qualification and automatically ranks your candidates. It measures Eligibility factors such as education, experience and skills producing an overall "Eligibility score" that saves up to 80% administration time typically taken reviewing all candidates' resumes. In addition to making deeply informed recruiting and hiring decisions, employers utilizing Harrison's Talent Acquisition Solutions reduce time to hire and minimize assessment costs. Most importantly, the system provides an overall score as a guideline for each step in the recruitment process ensuring the best candidates are hired.



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## Behavioural Assessment

For qualified applicants, the assessment process automatically proceeds to Harrison's unique SmartQuestionnaire which assesses job specific behavioural factors related to performance. It automatically selects from 175 factors to measure only relevant job specific behavioural requirements. In addition to assessing behavioural competencies, it evaluates likely employee engagement and job satisfaction. By focusing on both the employee's and the employer's needs, Harrison measures the degree to which mutual needs will be met, resulting in higher levels of employee engagement and retention. In addition, the easy-to-understand reports empower managers with on-boarding tools that facilitate accelerated engagement and performance.

## Unique Technologies

Harrison's proprietary SmartQuestionnaire contains multiple layers of technology and psychological mechanisms to detect and prevent deception while minimizing the time it takes to complete the questionnaire (only 25 minutes). Harrison's Paradox Technology reveals whether strong behavioural tendencies are actually strengths or derailers in a given role-something other assessments fail to do. The Enjoyment Performance Methodology accurately predicts performance, engagement, retention, job satisfaction and career potential. Harrison's Decision Analytics identify the precise factors that will facilitate or inhibit success in the job.

## Enhanced Interviewing

Harrison Assessment's automated process and recruitment system dramatically elevates the quality of interviews by consistently focusing on key success factors and revealing behavioural issues that normally take months or years to discover. It transforms the candidate experience by enabling the interviewer to focus on mutual needs rather than only the needs of the company. It provides the interviewer with the key information necessary to offer top talent what they want.

## Customize to your requirements

Use one of our 6,500+ existing Job Success Formulas or customize your own to best reflect your specific job and organizational culture. Companies can even access our Performance Benchmarking process for the highest predictive ability available.

Access the data to make great decisions about your talent.

## 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.

