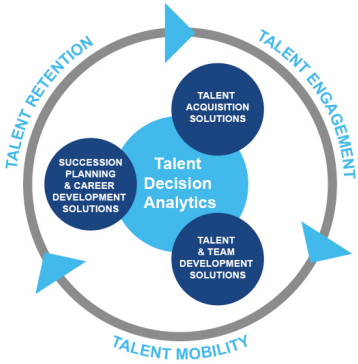
Harrison Assessments Overview

- Talent Solutions for the entire Employment Lifecycle
- 6500+ Job Specific Formulas
- 175 Job Performance Impact Traits
- 30+ Years Research & Validation
- One 25 minute online SmartQuestionnaire
- High ROI and Easily Customized
- Reports Specific to Person and Job
- 38+ Languages 61 Countries
- No Adverse Impact
- Brandon Hall Award Winning Technology



Pre-Hire Assessment

Harrison's Talent Acquisition solution enables you to hire the right talent - and do it quickly. Filter and rank the best applicants before you review resumes or interview. Use predictive analytics to quickly identify, attract and hire the best candidates. Our award winning pre-hire assessment technology pre-screens applicants for qualifications, experience, cognitive ability and job specific behavior providing actionable data for effective decisions.

The SmartQuestionnaire is delivered online and takes only 25 minutes to complete. It measures 175 job performance impact traits and the results are available in seconds.

HARRISON assessments
AUTHORIZED SOLUTION PROVIDER

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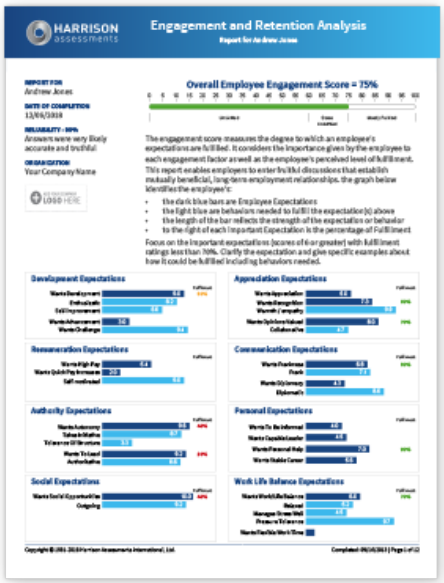
Harrison Assessments Overview

Engage Your People

Engaged employees wholeheartedly give discretionary effort to help the organization succeed. Traditional engagement surveys only measure group engagement issues, ignoring the crucial individual data and assuming that managers are solely responsible for engagement.

Harrison's approach to Engagement measures individual engagement as well as group engagement and is based on the assumption that engagement is a shared responsibility between the employee and the organization.

Measure employees fit for the job, their important expectations and their current fulfillment levels as a means to facilitate the realistic conversations needed between employee and manager.



Leadership and Succession Planning

Managing the talent pipeline is more critical than ever. The Harrison Assessments system provides the ability to predict an individual's likelihood of success at multiple levels within an organization and create a developmental plan to accelerate their progress.

Talent Management:

- Identify high potential candidates
- Predict multi-level capabilities
- Create accelerated development plans
- Identify alternate career paths
- Leverage the talent pool
- Increase retention

Remote Workforce Competencies

The workplace has changed permanently and is challenging leaders abilities to adapt to this new reality. Access our Brandon Hall Award winning Remote Work competency sets for Employees and Managers to predict and understand individual performance.

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Individual Development

Harrison Assessments reveals deeply rooted insights that determine essential high performance traits and those that will accelerate or hinder performance related to specific positions. It reveals a person's work preferences and behavioral competencies that pinpoint the developmental opportunities and career planning to achieve personal satisfaction and measurable job performance.

Predict how they will:

- Communicate, influence, and lead
- Handle autonomy
- Take personal initiative
- Resist or facilitate change

HARRISON assessments

Traits & Definitions

Report for Andrew Jones

REPORT FOR
Andrew Jones

DATE OF COMPLETION
09/16/2013

RELIABILITY - 99.3%
Answers were very likely accurate and truthful

ORGANIZATION
Harrison Assessments Int'l Limited

The report lists Andrew'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 Andrew's performance.

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 Andrew's scores.

Life Themes - Andrew's life themes, highest values, key potential strengths

Trait	Score	Description
Helpful	9.9	The tendency to respond to others' needs and assist or support others to achieve their goals
Warmth / empathy	9.9	The tendency to express positive feelings and affinity toward others
Wants Autonomy	9.6	The desire to have freedom or independence from authority
Optimistic	9.6	The tendency to believe the future will be positive
Wants Challenge	9.4	The willingness to attempt difficult tasks or goals

Strengths and Preferred Focus - Andrew's potential strength and preferred focus

Trait	Score	Description
Risking	9.2	The tendency to feel comfortable with business ventures that involve uncertainty
Outgoing	9.2	The tendency to be socially extroverted and the enjoyment of meeting new people
Wants To Lead	9.2	The desire to be in a position to direct or guide others
Cause Motivated	9.1	The tendency to be motivated to help society
Self-motivated	9.0	The drive to achieve including taking initiative, wanting challenge, and being enthusiastic about goals
Takes Initiative	8.7	The tendency to perceive what is necessary to be accomplished and to proceed on one's own
Diplomatic	8.6	The tendency to state things in a tactful manner
Authoritative	8.6	The desire for decision-making authority and the willingness to accept decision-making responsibility
Persistent	8.6	The tendency to be tenacious despite encountering significant obstacles
Open / reflective	8.3	The tendency to reflect on many different viewpoints
Enthusiastic	8.2	The tendency to be eager and excited toward one's own goals
Influencing	8.1	The tendency to try to persuade others

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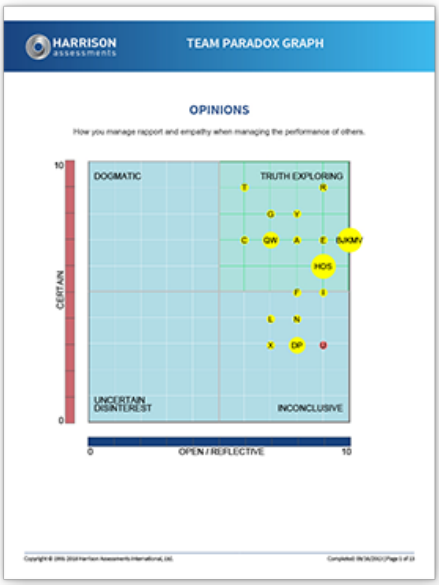
Team Development

In today's specialized work environment, talent is not enough. Talented people must effectively work together in order for the organization to succeed. Harrison Assessment's Paradox Theory reveals team dynamics in a way that has never before been possible, enabling individual team members to easily identify how their own behaviors contribute or obstruct the team objectives. It also provides a step-by-step plan in which each team member can make adjustments to facilitate optimal team performance.

A team building tool to:

- Create teams with effective interactions
- Discover the strengths and challenges of a team, including team decision-making potential
- Identify the best roles for each team member
- Assess the potential for cooperation or conflict
- Establish clear guidelines for effective interactions



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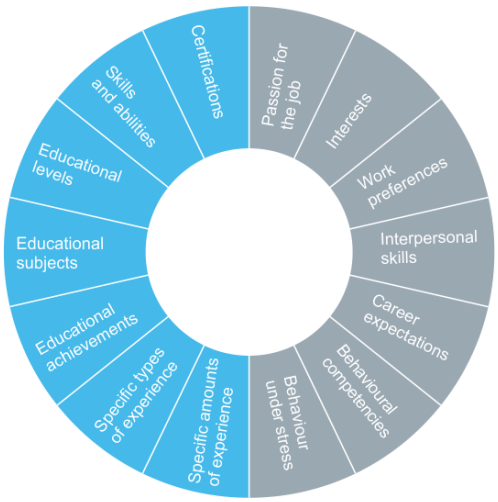
Harrison Assessments Overview

What Makes Harrison Solutions Unique

Eligibility Factors | Suitability Factors



Eligibility and Suitability

The ability to predict job performance is dependent upon identifying all of the critical factors. Assessing Eligibility or technical competencies alone only represents a portion of the critical factors to predict performance. When behavioral competencies are also measured, such as emotional intelligence, personality, and work preferences, a high degree of accuracy is attained to predict individual performance in specific jobs.

Enjoyment Performance Theory

Enjoyment Performance Theory states that an individual will perform more effectively in a job if they enjoy the tasks required by that job, have interests that relate to the position, and have work environment preferences that correspond with the environment of the workplace.

Harrison Assessment's global research indicates that the enjoyment of these various aspects of a job is highly correlated with good performance.

"If you enjoy an activity, you tend to do it more. By doing it more, you tend to learn and improve the related skills. As a result, you tend to gain recognition (including self recognition) which helps you enjoy the activity more."

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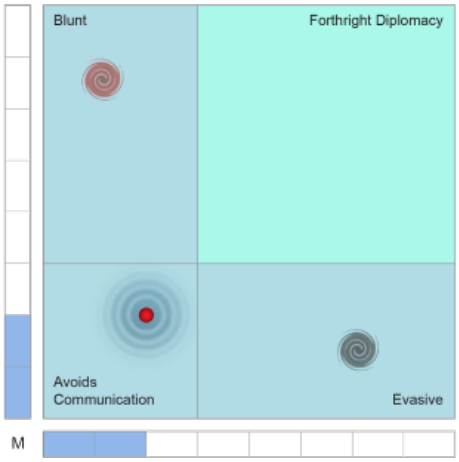
Harrison Assessments Overview

Paradox Technology

Only Harrison Assessments' Paradox Technology can determine if a strong trait is a true strength or a potential derailer. Applied across twelve paradoxical behaviors it provides a framework for true personal development by providing insight into why we behave the way we do, how we react under stress and how to recognize and avoid potential behavioral pitfalls.

Every trait can be a strength or a derailer depending if the trait is balanced by another seemingly opposite (paradoxical) trait. For example, if a person is strong in both Frankness and Diplomacy, both will be genuine balancing strengths when communicating. On the other hand, if a person has only one of the paradoxical traits, there will necessarily be a related counter-productive behavior, the strength of which depends on the extent of the imbalance. For example, a person with very strong Frankness and weak Diplomacy, will have a strong tendency to be disruptively Blunt which leads to unnecessary upsets, mistrust, and employee turnover. Conversely, a person with very strong Diplomacy and weak Frankness, will have a strong tendency to be Evasive when communicating, causing confusion and unresolved issues. In some cases, the person is weak in both Frankness and Diplomacy indicating they will try to Avoid Communication. The key is to appreciate and strengthen both sides of the paradox.



Indicates an aggressive tendency under stress.

Indicates a passive tendency under stress.

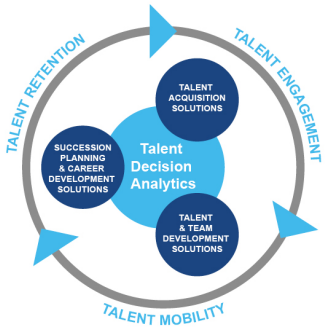
Rippling indicates the normal range of behavior.

Achieve Solid Business Results

- Create a more accurate and efficient Selection process
- Improve strategic workforce and succession planning by accurately identifying and developing high potential employees
- Improve employee productivity, satisfaction, and retention through better employee job fit
- Increase effectiveness through targeted coaching, development, and performance management by identifying behavioral traits correlated with specific jobs and customizing behavioral competencies to your company's needs
- Increase team productivity by improving working relationships and leveraging team member strengths
- Increase efficiency of assessment using a single 25 minute SmartQuestionnaire to create multiple reports and applications

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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