

Performance Benchmarking

Critical Job Success Factors

Performance Benchmarking provides a quantitative evaluation of the factors that explain job success and high performance for a specific job in your organization. The Harrison Performance Research methodology benchmarks key critical job success factors with actual job performance, resulting in a highly scientific, objective and measurable custom Job Success Formula with the highest predictive value.

It provides information to improve job performance and determine what and where improvements are necessary. Using highly sophisticated technology, Performance Benchmarking identifies traits that differentiate high performers from average and low performers for a specific job. Resulting in improved selection and targeted development that leads to high performance.

Performance Benchmarking Research

- Based on more than 30+ years of research in assessments
- Draws upon a full range of 175 suitability factors related to personality, attitudes, motivation, interpersonal skills, work preferences, task preferences, work environment preferences and interests to identify traits that relate to performance for a specific job
- Uses highly sophisticated artificial intelligence to determine and formulate the related traits according to their relative importance and type of impact each trait has on performance
- Identifies traits that differentiate high performers from average and low performers in a specific job
- Fast turnaround time using highly sophisticated technology

HARRISON® assessments

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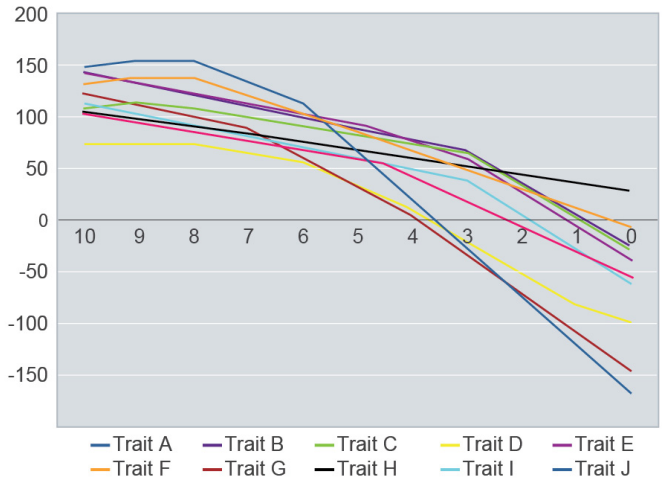
Performance Benchmarking

Determine the Key Success Factors

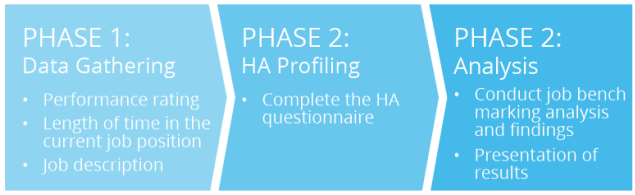
- How important each of these factors are in relation to each other
- What level of impact does each trait's intensity have on overall performance



Benchmarking Project Process

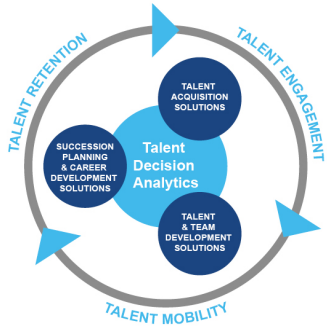
Required for performance research:

- Sample size of at least 30, with a fairly equal number of good performers, average performers and low performers
- Performance score for each person
- Tenure in the job position
- Sample group should include only those who are in the exact same job with the exact same responsibilities
- Job description



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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