HARRISON assessments



DISCOVER WHAT LIES
DEEPER

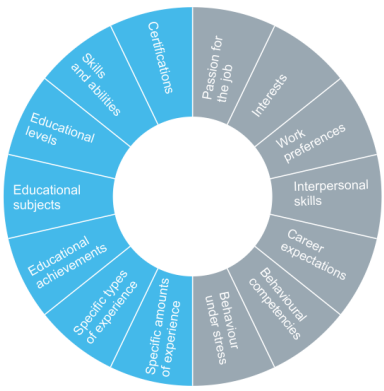
Unlimited Monthly Screening

Automated Talent Acquisition / Elevated Candidate Experience

Collecting applicant data is a critical component of the selection process and can be overwhelming and costly. **Monthly Unlimited Screening** allows a quick and efficient identification of the best fit candidates using a **bias free, AI powered Recruitment Dashboard.** For a **low fixed price,** you can screen an unlimited number of applicants against **customized job success** factors and our system will automatically **rank applicants for you** so you can focus your time and energy on pursuing the best candidates.

Reduce fill time by effectively processing your short list and quickly schedule interviews. Enhance the selection process by generating targeted **interview guides** and analysis of **job success** Behaviours and individual **employment expectations.** These core Harrison tools provide details that promote valuable conversations with candidates about their qualifications, career interests, and intrinsic motivators. Productive pre-employment discussions are crucial for creating and maintaining mutually beneficial employee/employer relationships, boost the candidate experience, and strengthen Company brand.

Eligibility | Suitability



How Does It Work?

Candidates are scored and ranked by **Eligibility** and **Suitability** factors.

How is Eligibility Scored (Experience, Skills, Education)?

Finding the perfect fit begins with the applicant being **eligible** to apply for the job; having the necessary experience, skills, and education. Through the customization process, all aspects are analysed and scored, producing an accurate appraisal of qualification.

How is Suitability Scored (Behavioral Fit)?

Suitability, or Behavioural fit, measures attitudes, motivators, work values, engagement and employment expectations factors, interpersonal skills, and how one behaves under stress.

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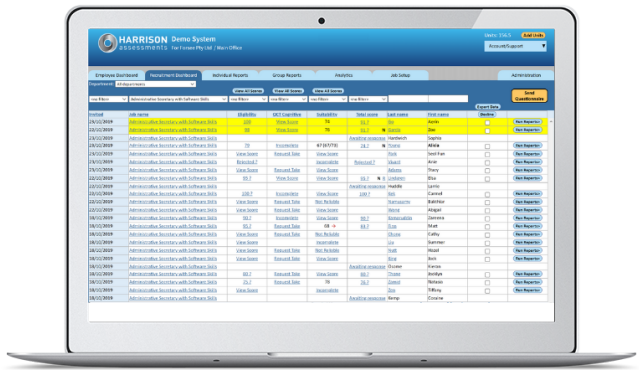
What is the process?

Step 1 Work with an expert Partner to **customize the Job Success Formula** (JSF) to specific qualifiers, job requirements, KPIs, and culture for your organization

Step 2 Link the **SmartQuestionnaire** to your job listing, an advertisement, or invite the applicant directly

Step 3 Applicant completes the assessment in approximately **25-30 minutes,** uploads CV and Cover Letter and receives complimentary branded Your Greatest Strengths report

Step 4 Results are **available immediately** on the dashboard and are ranked by Total Score, highlighting the best fit candidates for you to review and contact straight away.



Option to Add Quantitative Critical Thinking (QCT)

The ability to think critically is an important requirement for many jobs and numerical reasoning is **a strong predictor of critical thinking.** The **short form cognitive assessment** takes only 20 minutes instead of hours and delivers job specific scores, reduces legal risk, enables easy and accurate interpretation, and provides an excellent applicant experience with proven strong correlations to job success.

Option to Add Other Assessments

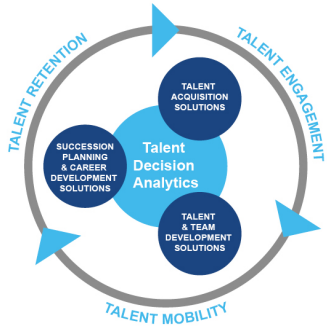
Optionally include any third-party assessment scores to consider in the weighted total score on the Recruitment Dashboard.

Exceptional Candidate Experience and Employer Branding

In appreciation of the applicant's valuable time, Unlimited Monthly Screening offers a **complimentary "Your Greatest Strengths"** report upon completion of the SmartQuestionnaire. This report is **branded with your Company Name** and highlights their behavioural strengths, empowering them to leverage these capabilities to further their career. Even if an applicant does not receive an offer, it provides a reason to advocate to their colleagues and friends about their experience with your Company and is an excellent aid for enhancing their resume.

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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