

# Harrison Assessment® System

## OVERVIEW

For when you absolutely need to know how a person is going to perform, before you hire, promote or develop them... and/or you want to determine their ability to achieve high performance based on their Emotional Intelligence and job suitability, the Harrison Assessment® will provide you with the most highly predictive process available. It is used worldwide for selection, promotion, retention, leadership development, communication, team building, succession planning, performance management, and increasing productivity & employee satisfaction. The Harrison Assessment® clarifies and increases the effectiveness of performance measures and is often used to implement balanced scorecards.

## PROCESS

The Harrison Assessment® is not a personality test. The Harrison Assessment® reveals deeply rooted insights that determine essential high performance traits or those that will hinder performance related to specific positions. It reveals a person's work preferences and behavioral competencies. The Harrison Assessment® pinpoints the developmental needs



to achieve or increase personal satisfaction and measurable job performance. The Harrison Assessment® predicts job success by determining one's mission-critical behavioral competencies. It is a decision-making and productivity assessment tool used to achieve bottom line objectives.

## BUSINESS RESULTS

The Harrison Assessment® will accurately predict (based on validated studies) how a person is going to perform against valid performance criteria that discern high medium and low performers within your organization. It will predict:

- What kind of choices a person will make in mission critical situations
- What they pursue and/or avoid
- How they communicate, influence & lead
- How they handle autonomy & freedom responsibility
- Will they take personal initiative
- How innovative will they be when confronted with difficult challenges
- Will they become autocratic, dogmatic, dictatorial or controlling as managers
- Will they resist change and/or be rigid
- Are they easily influenced, blindly optimistic, impulsive and illogical
- Will they avoid difficult decisions
- Are they scattered or chaotic in their approach to projects or planning
- Will they seek to learn, grow and excel
- What kind of recognition do they need?
- As a leader will they provide direction and hold people accountable for results
- How do they handle conflicts
- ...and much more

**Contact:**  
Mardig Sheridan  
mardig@mardig.com

206.283.4252

[www.mardig.com](http://www.mardig.com)