

- 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.



WoodFire Leadership, LLC Phone 770-263-7736 Email betsy@betsypickren.com https://woodfireleadership.harrisonassessments.com Copyright (c) 2007 - 2024 Harrison Assessments International, Ltd. All rights reserved.



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

<image><image>

6 HARRISON	Job Success Analysis Report for Andrew Jacos Compand to Industrial Organizational Psychologist (No experience)
Across Scenes	Overall Score
Set of Convertine SUBJOCTSU HUMLON'S NON ADDRESS AND ADDRESS SUBJY ACCOUNT AND ADDRESS SUBJY ACCOUNT AND ADDRESS SUBJY THUS COMPANY NAME ADDRESS SUBJY ADDRESS SUBJY ADDRESS SUBJY ADDRESS SUBJY ADDRESS SUBJY ADDRESS SUBJY ADDRESS SUBJY ADDRESS SUBJY ADDRESS SUBJY ADDRESS SUBJY ADDRESS SUBJY ADDRESS SUBJY ADDRESS SUBJY ADDRE	The overall score takes into account all the assessment types you have selected for this job.
	Each assessment type is then weighted as shown in the Assessment Heighting section. The weighting for the assessment types are used to calculate the Overa Percentage Job Fit.
	Overall percentage of Job Fit = 85%
	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	Assessment Weighting
	Eligibility (40% weighting): This assessment includes prior experience, education, and abilities, which you have selected for vervalment for this job.
	RA Suitability (DMs weighting): This assessment includes attitudes, motivations, task professorus, interests, and work environment preferences the relate to success for this job.
	Quantitative Gridial Thinking (15% weighting): This assessment measures the ability to combine logic with numerical and verbal reasoning to solve problems and make decisions.
	Interview Suitability (DPA weighting): This assessment is based on the suitability scenes given to Andrew during the interview using the Hamison Assessments interview guide.
	Assessment Scores
	Sigheley Al
	QC7 NO
	Educatly Lating Bellar Awage Good Evolution West
County of the Statement Assessment	Hereford, M. Consider MANDONE Page 1

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.



WoodFire Leadership, LLC Phone 770-263-7736 Email betsy@betsypickren.com https://woodfireleadership.harrisonassessments.com



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

O HARRI	son	Traits & Definitions Report for Andrew Jones
REPORT FOR		The report lists Andrew's traits and corresponding scores in
Andrew Jones		descending order for each trait category. The trait definition
DATE OF COMPLETION 09/34/2013		are to the right of each trait. If a position was selected wher running this report, the traits related to the position will be
RELIABILITY-30.2%		highlighted in greet for Essential Traits, blue for Desirable
Answers were very 5 accurate and truthly		Traits, and red for Traits to Avoid that could hinder Andrew'
CHILANDUATION		performance.
Harrison Assessment Int'l Limited	ta .	A single asterisk, ", indicates that there are some inconsistencies related to trait, but the result is probably reliable. A double asterisks, "", indicates that
O LOSO HERE		there are some inconsistencies related to this trait, and the result is probabl questionable.
	ort protocol	en and personality factors measured in the Harrison Romanneris system, Sated in order of Andrew
These are the primary o mores.		es erd personally factors measured in the Narians Nassaments system, Sisted in solar of Andrea Nighest values, key solardiad strangths
These are the primary o mores.		
These are the primary of access. Life Themes - Andrew's Task recipited	Score 9.3	highest values, kay patential strengths Beautystee The tendency to export to others' reach and assist or support others to achieve their gasls.
These are the primary of mores. Life Themes - Andrew's Trait Helpful Marmitr's aregarity	Scare 53 53	highest values, hey potential attemption Description The tradency to support to other? needs and assist or support others to achieve their guels. The tradency to support positive leadings and affinity issued others.
These are the primary of scores. Effe Theses - Andrew's Traipful Nameth / areparity Maria Autonomy	50 themas, 53 53 55	highest value, key jostetial strengths Bescription Thetecheng to suppord to sthere' needs and assist or support others to achieve their gaits Thetecheng to support public heating- and affinity issued afters The desire to the strength our or independence in such strictly
Dass at the primary of scores. Life Themes Andrew's Tealt Height Nameth / ampathy Marth Astronomy Optimistic	50ertemen, 9.3 9.5 9.5 9.5	highert values, leg patiential strengths Description This toolego to respect to others' needs and anist or support colours to advise their ganh This factories to preserve patients having and all-foils toward allows The decises have to make the strength The patients The decises the factor with Equipations from authority The toestimetic to the factor with Equipations
These are the primary or mores. Life Themes - Andrew? Tealt Helpful Harts Autonomy Optimistic Harts Autonomy Optimistic Harts Challenge	5000 53 53 53 55 55 54	Description The transforms to support to otherw' needs and a smith or acquired others to achieve their goals The transforms to support any achieve a start of their The desires to the set Needson or in classroom achieves The desires to the set Needson or in classroom achieves The califormizes to attempt difficult tasks or goals
These are the primary or mores. Life Themes Andrew? Tealt Helpful Hants Autonomy Optimistic Hants Challenge Strengths and Prefere	Score 53 53 54 54 seffecee - Ar	Nghat calans, tay patoti di anagita Bangkala Rangkala Rangkal
These are the primary or mores. Life Themes - Andrew? Tealt Helpful Harts Autonomy Optimistic Harts Autonomy Optimistic Harts Challenge	5000 53 53 53 55 55 54	Nghat calans, tay patoti di anagita Bangkala Rangkala Rangkal
These are the primary or corres. Life Themes - Andrew's Task Historic - Angesthy Historic Autocomy Optimistic Historic Challenge Strengths and Profess Task Historic	55 5000 53 53 55 55 55 54 60 5000 52	Nghad adam, tay paterial alwayths Rewsfards New Section 2014 with a stand of analytic respect roleways a advance that go the The backness to surgery a particle facility and advance. The backness is the stand of advance that and advance. The web standard is the back section 2014 a particle the backness is the back of particle advance that an operation of the backness is the back of the advance and the backness are the the follow are starting New Section 2014 and the advance that the backness are then the follow are starting.
These are the primary summer. Life Themes - Andron's Tailt Helphd Marsth / empethy Marsth Antonemy Optimistic Marsts Challenge Strongthe and Profess Tailt Robing Outpoing	500 Corres 53 53 53 55 55 55 55 60 50 50 52 52 52	Network values, key patiential at weight Bencyland Bencyland Bencyland Bencyland De backens to server particle hafring out drafting started atteas The backens to server particle hafring out drafting three drafting The backens to server particle hafring and drafting three drafting the backens of the backens attea particle De backens to server particle hafring attea particle De backens to be attea attea particle attea attea attea attea attea De backens to be attea attea attea attea attea attea attea attea attea De backens to be attea attea attea attea attea attea attea attea attea attea De backens to be attea attea attea attea attea attea attea attea attea De backens to be attea attea attea attea attea attea attea attea attea De backens to be attea attea attea attea attea attea attea attea attea attea De backens to be attea attea attea attea attea attea attea attea attea attea De backens to be attea attea De backens to be attea attea De backens to be attea attea De backens to be attea attea De backens to be attea at
These are the primary or mores. Life Themes - Andrew's Task Highl Harmon, Jongsong Harman, Jonashy Harts Autonomy Optimistic Harts Autonomy Strangthe and Profess Task Risking Outgoing Harts To Said	104 themes, 50000 23 35 35 35 35 35 35 94 mel faces - Ar 50000 92 92 92	Neglect adam, kap patietid at invegles Description The scheduce, to ensure of a state of random of anist or surgest of states where their guide The scheduce, to a scheduce of adults, taxed of ales, The scheduces that a scheduce of adults, taxed of ales, The scheduces that a scheduce of adults, and adults, The scheduces that a scheduce of adults, and adults, The scheduces that a scheduce of adults, and the scheduces that a scheduce of adults, and the scheduces that a scheduce of adults, and the scheduces that a scheduce of adult adults, The scheduces that is an adult adults when the data adult adults, The scheduces that is an adult adults when the data adult adults, The scheduces that is an adult adults when the data adult adults, The scheduces that is an adults, advances that adult adults, The scheduces that is an adults, advances that adult adults, The scheduces that is an adults, advances that adult adults, The scheduces that is an adults, advances that adult adults, The scheduces that is an adults, advances that adult adults, The scheduces that is an adults, advances that adult adults, The scheduces that is advances that adults, The scheduces that is advances that adult adults, The scheduces that is advances that adults, The scheduces that is advances that adults, The scheduces that is advances that
These are the privacy or more	104 themes, 500 to 93 93 95 93 95 93 94 90 90 92 92 92 92 92 92	Network of an end of the second of the secon
These are the primary or mores. Effe Themes - Andrew's Task Height Harnts Antonemy Optimizitis Harnts Antonemy Datasets Harnts Antonemy Datasets Task Rolling Outgoing Harnts Taised Cases Holivedid	104 themes, 500 re 9.5 9.5 9.5 9.6 500 re 9.2 9.2 9.2 9.2 9.2 9.2 9.3	Next when, key statetic drawght Proceeding Proceeding Proceeding Proceeding Proceeding Proceeding Proceeding
These are the privacy or more . Life Theses Andrew's Task Hards Antoney Quinnish Hards Antoney Strengthe and Parlies Task Hards Quings Strengthe and Parlies Task Hards Quings Hards To Load Came Melouad Sall reduced Sall reduced Sall reduced	104 themes, 500 m 23 55 55 55 54 600 m 500 m 52 52 52 52 52 52 52 52 52 52 52 52 52	Network of an a separate of a drawgine Benefation Be
These are the primary or merces. Ells Theses Johnson Johnson Task Height Barneth / engeling Barneth / engeling Barneth / engeling Dalgering Barneth Johnson Task Resing Chapma Barneth / said Cham Milviald Cham Milviald Talas Historiad Talas Historiad	104 themes, 500m 93 93 93 93 93 93 94 94 90 90 92 92 92 92 92 92 92 93 84	Network of an experimental at investment Terrestanding to sense provide a direct of marginer states of the site and how the site provide the baseline system provide a direct of and site provide a direct to sense the site of the sit
These are the primary or means. Life Theses - Andrew? Test - relight - March / engelight - March / engelight - March / Colleage - Strengthe and Porters - Test - Nailing - Outpring - March / Listed - Case Medivated - Soldpring - March / Listed - Colored - Soldpring - March / Listed - Marc	104 therman, 500m 23 23 25 25 25 20 22 22 22 22 22 22 22 22 22 22 22 22	New Annu, key patentia di angele New Yorkson, San
These are the primary transmer. Life Theses - Andrew Task Highd Hardts Announce Quints Challenge Strengths and Parlies Task Roking Oxigonia March To Land Cham Michael Cham Michael Mic	10k themes, 50000 93 93 93 93 93 93 93 93 94 92 92 92 92 92 92 92 92 92 92 92 92 92	Network of an an annual set of the second set of
These are the primary or means. Life Theses - Andrew? Test - relight - March / engelight - March / engelight - March / Colleage - Strengthe and Porters - Test - Nailing - Outpring - March / Listed - Case Medivated - Soldpring - March / Listed - Colored - Soldpring - March / Listed - Marc	104 therman, 500m 23 23 25 25 25 20 22 22 22 22 22 22 22 22 22 22 22 22	Network adam, key panetial atweght. Developing The backneys two speed to other if works and anist or support closes to achieve the achieves the The backneys two speed to other if works and allows the achieves the The backneys two sharehout to close will be panetic the backneys the backneys the close will be panetic the backneys the backneys the close will be panetic the backneys the backneys the backneys the backneys the Developing The backneys the backneys the backneys of close speed on the backneys the The backneys the smithed here backneys will be panetic of close of panetic of the backneys the smithed here backneys and the backneys the developed on the backneys The backneys the smithed back backneys the backneys the smithed back backneys the smithed back backneys The backneys the smithed back backneys the backneys the smithed back backneys the smithed back backneys The backneys the smithed back backneys the backneys the smithed back backneys The backneys the smithed back backneys the backneys the smithed back backneys The backneys the smithed back backneys the backneys the smithed back backneys The backneys the smithed back backneys the backneys the smithed back backneys The backneys the smithed back backneys the backneys the smithed back backneys The backneys the smithed back backneys the backneys the smithed back backneys The backneys the smithed back backneys the backneys the smithed back backneys The backneys the smithed back backneys the backneys the smithed back backneys The backneys the smithed back backneys the backneys the smithed back backneys the smithed backneys the smithed back back backn
These are the primary transmer. Life Theses - Andrew Task Highd Hardts Announce Quints Challenge Strengths and Parlies Task Roking Oxigonia March To Land Cham Michael Cham Michael Mic	10k themes, 50000 93 93 93 93 93 93 93 93 94 92 92 92 92 92 92 92 92 92 92 92 92 92	Network adam, key patietak alwayte Networksen Networ

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 decisionmaking potential
- Identify the best roles for each team member
- Assess the potential for cooperation or conflict
- Establish clear guidelines for effective interactions

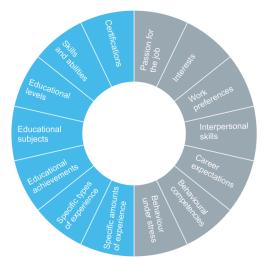






What Makes Harrison Solutions Unique

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."





WoodFire Leadership, LLC Phone 770-263-7736 Email betsy@betsypickren.com https://woodfireleadership.harrisonassessments.com



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.

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

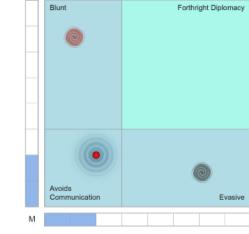
Harrison Assessments uses predictive analytics to help organizations acquire, develop, lead and engage their talent. This comprehensive Talent Decision Analytics provides the intelligence needed throughout the talent life cycle to build effective teams and develop, engage and retain key talent. Contact us to learn how we help organizations make great decisions.





WoodFire Leadership, LLC Phone 770-263-7736 Email betsy@betsypickren.com https://woodfireleadership.harrisonassessments.com





- Indicates an aggressive tendency under stress.
- Indicates a passive tendency under stress.
- Rippling indicates the normal range of behavior.