

# SmartQuestionnaire

#### What is the Harrison SmartQuestionnaire?

Harrison's industry leading SmartQuestionnaire measures **175 workplace factors** and enables the effective measurement of leadership paradoxes, emotional intelligence, personality, motivation, attitudes, passion for specific jobs, engagement, and retention - all in one high- tech **25-minute questionnaire**.

When applied to group data, the SmartQuestionnaire analyzes the organization's leadership capability, talent pipeline, likely talent retention rate, and provides actionable insights into company engagement, leadership development, and succession planning.

HARRISO assessment	N ts	
	Work Preferences Questionnaire	Ext
	ccording to how well they describe you. Adjust the order so that the top s ence describes you the next best, ranking each sentence until the bottom r	
Click an item and while ho Next to continue.	olding down the mouse button, move it to the desired location land release	the buttonl. Click
I would enjoy work which	involves driving a vehicle	
Tike myself the way Lam		
I don't mind having to sta	and for long periods	
I extend a lot of empathy	and take a warm interest in how others are feeling	
I want to be recognised for	or my strengths and abilities	
I want to do work that is t	beneficial to others	
I have a strong intent to in	improve myself	
Tike fixing or repairing th	hings	
I like fixing or repairing th	Page 14 19 Capyright 0 1991 3011 Forman Annunemen In Linned	Next

Match people to the right roles, facilitate employee engagement, develop job-specific behavioral competencies, promote core values, accelerate leadership development, and enable managers to coach, engage, and retain employees. It's truly a SmartQuestionnaire.

#### The SmartQuestionnaire's unique construct:

- Measures essential, job-specific satisfaction and success factors with highly accurate results using 6,500+ researched Job Success Formulas.
- Accurately predicts an individual's engagement, performance, work satisfaction, and retention.
- Provides decision makers with an easy-to-understand overall score explicitly indicating a person's potential for satisfaction and success in a specific role.
- Prevents and detects deception using three psychological methodologies for authentication.
- Provides the equivalent of a full day of typical job-specific testing in less than 25 minutes.
- Available in 49 languages.



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## SmartQuestionnaire

Eligibility | Suitability



#### **Unrivalled Comprehensiveness & Convenience**

Harrison's SmartQuestionnaire identifies the ideal person for each specific job by measuring all the factors that constitute satisfaction and success in that role, including **Eligibility factors** (such as education, experience and skills) and **Suitability factors** (such as job-related behaviors).

Send invitations to individual candidates or request all applicants complete the SmartQuestionnaire for bias free, accurate and efficient screening using our Predictive Hiring AI Automation. You even have the option of candidates receiving a complementary branded report on their Greatest Strengths.

Harrison Assessments integrates all factors into a final score for quick selection or promotion of the right individual. No other assessment compares, as guesswork and complicated interpretation are eliminated.

#### **Built-in Lie Prevention**

The Harrison Assessment SmartQuestionnaire is designed to prevent an individual from feeling the need to be deceptive. Even so, any attempt to deceive the SmartQuestionnaire is detected by more than 8,200 cross-references of the person's answers.

The Harrison system is so sensitive that even slight attempts to deceive it are automatically detected, located, and flagged for you. Even individuals practiced at deception will be identified as poor candidates because they will inevitably fail the Paradox Technology analysis, which is completely hidden. The SmartQuestionnaire handles deception better than any assessment questionnaire in the industry.

#### **Mitigates Legal Risk**

Using a comprehensive assessment tool like the SmartQuestionnaire helps reduce potential legal exposure. Harrison's SmartQuestionnaire meets all legal requirements in the U.S. and complies with the Equal Employment Opportunity Commission (EEOC). It is legally defensible because questions reflect job-specific analysis, and as a result, the strong face validity effectively counters any argument of unfair adverse impact.

### **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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