

Talent Acquisition Solutions

Hire the Best. Filter the Rest.

Harrison Talent Acquisition Solutions enable you to hire the right talent - and do it quickly. Filter and rank the best candidates in the most **objective and bias free** manner before your review resumes or interview. Select from our library of over 6500 Job Success Formulas or easily customize your own to match the ideal requirements of your organization. Our award-winning predictive recruitment technology pre-screens applicants for qualifications and job specific behaviour providing actionable data for effective decisions.

Automated Pre-Hire Screening

Our pre-hire screening targets your specific requirements for qualification and automatically ranks your candidates. It measures Eligibility factors such as education, experience and skills producing an overall "Eligibility score" that **saves 70% or more of admin time** typically taken reviewing all candidates' resumes. In just 20 minutes, the Harrison SmartQuestionnaire measures **175 behavioural factors** that include personality, attitude, motivation, work values, interpersonal skills, engagement factors, retention factors, and behavioural competencies to provide an overall "Suitability score". Candidates scores are **viewable in real time** on the online Talent Dashboard. Each assessment is customized to be job specific and supported with 30+ years of job performance research.

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Reduce Cost of Hire & Time to Hire

Our recruitment technology saves 70% or more of recruitment time allowing for campaigns to be completed in a fraction of the time. It enables you to **very inexpensively screen** for qualifications before paying for any other assessments. Unlike other assessments that charge for sending the questionnaire, Harrison only charges for generating reports. The results of our SmartQuestionnaire can be further used for a **wide range of onboarding, employee development and engagement functions** after hiring. Alternatively you can bundle our Monthly or Annual Unlimited Screening options.

Great Candidate Experience

Harrison provides a world-class candidate experience that shortens assessments and maximizes useful data. The core Harrison SmartQuestionnaire takes only 20 minutes to complete and all candidates receive a company branded report called Your Greatest Strengths. By assessing mutual needs, the Harrison enables you to establish a long-term mutually beneficial employment relationship. Our How to Attract Report shows you the key factors to emphasize to convince top talent to accept your employment offer.

Quantitative Critical Thinking

Easily add our short form cognitive assessment to understand shortlisted candidates problem solving ability for jobs where this is a performance requirement. Our optional Quantitative Critical Thinking assessment takes only 20-30 minutes to complete and adds another layer of data to the predictive algorithm.

Integrates with HRIS and Legally Compliant

Our API can be customized to integrate to your specific requirements across any compliant HRIS. Our assessments comply with EEOC regulations as well as ISO 10667. Our Benchmarking Analytics option provides job specific research and scientific validation for your specific custom criteria.

What our clients say:

Adam Goldenberg

Co-Founder - TechStyle Fashion Group

"I was pretty sold on from day one. There's actually data out there that can help you build a great team."

Chris Harry

CHRO - TEKsystems

"We've used Job Success Formulas and Paradox to make very strategic changes... The insights we're giving to the individuals themselves is really truthfully something they've not seen before."

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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