



# HARRISON ASSESSMENTS SYSTEM ACCREDITATION

## ONE DAY TRAINING

- Understand how to use Harrison Assessments for recruitment and talent management
- Become a Certified user of the Harrison Assessments System

## Program Description

The Harrison Assessment (HA) System Accreditation training prepares the participants for using Harrison Assessments to improve successful recruitment and performance of employees. Harrison Assessments is one of the most accurate tools on the market for predicting job performance.

It is used to tap into and develop employees' maximum potential. Only by understanding what will motivate different employees will you be able to increase retention and create strong teams for specific purposes. The program provides an understanding of the range of possible uses of HA such as recruitment, succession planning, talent development, teambuilding and coaching. The overall goal is to enable the participants to save money for their company by increasing retention and setting up employees for success in their careers.

## Key results

The System Accreditation training teaches the participants how to use the online HA system, how to interpret the HA reports, and how to effectively interview candidates.

- ☞ Participants become certified to use the HA system independently
- ☞ Learn how to attract and retain key people in your organization
- ☞ Understand how behavioral preferences affect job performance
- ☞ Increase effectiveness of recruitment, coaching, and performance management
- ☞ Improve skills in interviewing and evaluating individuals

“ Harrison Assessments gives me the information we need in order to develop our employees. It is simple, detailed and provides a great ability to follow up on progress. ”

- Thomas Nicolaisen  
Managing Director, Norwex China

## Key concepts

- ☞ Normal behavior and behavior under stress
- ☞ Work preference and job suitability
- ☞ Interviewing and feedback skills
- ☞ Enjoyment-Performance theory
- ☞ Paradox theory - find complementing strengths

## Who benefits from System Accreditation

- ☞ HR Professionals and Headhunters
- ☞ Managers working actively with their employees' development
- ☞ Performance coaches
- ☞ Business consultants and organizational development consultants