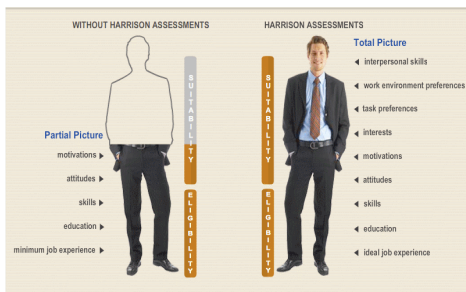


SmartQuestionnaire™

The Smart Questionnaire provides the foundation for meeting the five greatest challenges of employment assessment: 1) measuring all the important factors, 2) providing an overall score that explicitly indicates the overall potential for job success, 3) minimizing the time it takes to complete the assessment 4) preventing and detecting deception and, 5) reducing legal exposure.



Most assessments do not identify the ideal fit because they don't measure all the factors that relate to job success. Harrison Assessments measures both eligibility (education, experience and skills) and suitability (job related behavior). It integrates all the factors that relate to job success into one assessment.

Assessments that measure only part of the success factors or provide separate results for various assessment types are not effective because the interviewer has to guess what the impact is on job performance. Harrison Assessments' job assessments don't require interpretation because they integrate all the results into one final score. Consequently, the best candidates are accurately and consistently identified every time.

In addition, assessment questionnaires should take a minimal amount of time to complete. Otherwise, many candidates, especially the best candidates who have numerous job opportunities, won't apply. Harrison Assessments' 5-minute eligibility questionnaire minimizes the total number of questions needed to provide comprehensive insight into eligibility. We accomplish this by dynamically generating questions based on the previous answers.

Our comprehensive behavioral assessment takes less than 25 minutes to complete, yet asks the equivalent of a full day of multiple-choice questions. It does this by leveraging our advanced cross-referencing technologies that make over 8,000 comparisons, providing the equivalent amount of information of 2,700 multiple choice questions. Together, the eligibility and suitability questionnaires provide a comprehensive assessment in only 30 minutes.



Built-In Lie Prevention

Our SmartQuestionnaire prevents deception because it contains only positive statements that are ranked according to what the candidate enjoys most. We avoid using negative questions or vague questions that make people feel the need to be deceptive. We don't need to ask negative questions because our system conducts an extensive analysis of more than 50 potential negative traits by analyzing the relationship between the answers.

Any attempt to deceive the SmartQuestionnaire is instantly detected by more than 200,000 cross-references of the answers. In fact, the system is so sensitive that even slight attempts to deceive it are automatically detected, located, and flagged. If, by some rare

chance, someone is able to overcome our prevention and detection mechanisms, they still won't be identified as a good candidate because they will inevitably fail our subsequent paradoxical analysis which is completely hidden. Consequently, our SmartQuestionnaire handles the issue of deception better than any assessment questionnaire in the industry.

Meets Legal Requirements of the EEOC

It is essential that employers use assessments, especially a behavioral assessment, because it is the most effective means to avoid hiring employees who might create legal exposure. However, the assessment needs to be legally defensible. Harrison Assessments offers an assessment that is very defensible because all of the questions used, including the behavioral questions, closely follow the job analysis for the specific job. Consequently, the strong face validity effectively counters any argument of unfair adverse impact. In addition, it has extensive case studies that demonstrate the ability to identify success factors. It meets all the legal requirements of the US Equal Employment Opportunity Commission (EEOC).

Harrison Assessments' Smart Questionnaire sets the standard for assessment questionnaires. It provides a comprehensive, yet condensed questionnaire that measures all the factors relative to job success, eliminates the need for interpretation, prevents deception and detects deception – all the while substantially reducing an employer's legal risks.

Contact Harrison Assessments to learn more about Recruitment Solutions.

North America: 1-800-798-5826
International: 852-3589-6543

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About Harrison Assessments: The company focuses on providing the most trusted and accurate employee assessment tools in the industry. The tools assist managers throughout the entire HR process, helping companies become more productive and efficient, leading to increased profitability. Harrison Assessments' tools include solutions to automate the recruitment process, hire the best employees, develop employee success, and retain top talent.

Harrison Assessments stands apart from all other assessment companies. Based on over 20 years of research from around the globe, the company's solutions are rooted in a deep understanding of human resources and psychology. This, coupled with the company's exceptional human resource technology and unique proprietary Paradox Technologies, allows Harrison Assessments to offer predictive solutions that cannot be matched by other assessment companies.