

Optimizing Talent Recruitment with Harrison Assessments

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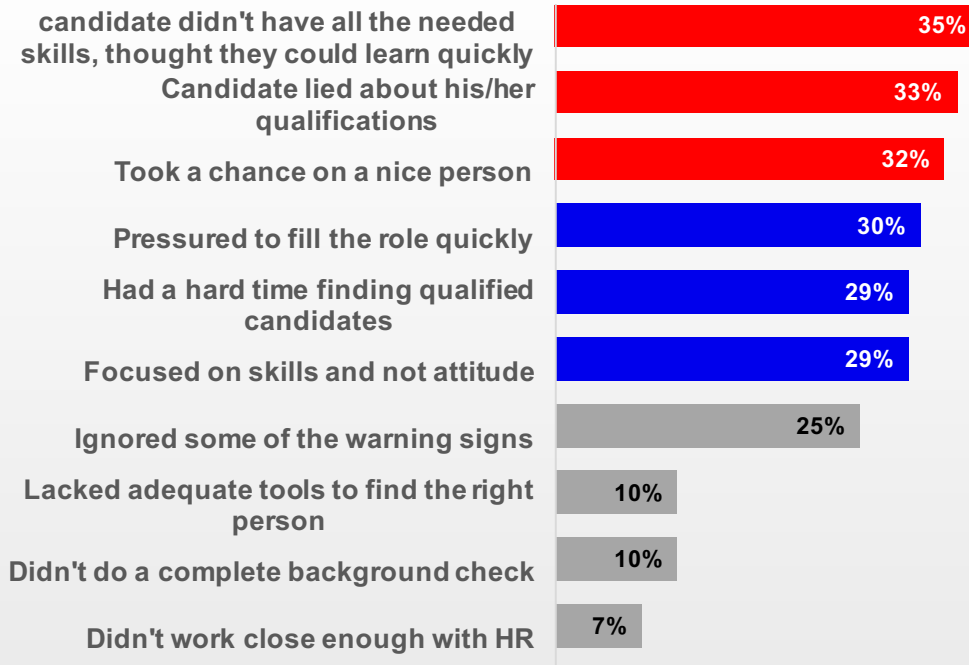
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What is the Cost of a Bad Hire ?

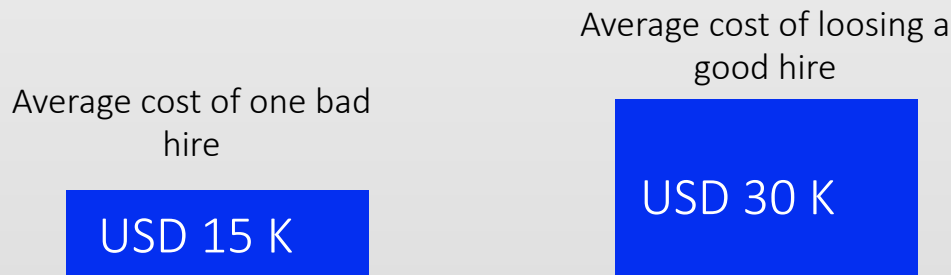
What makes a bad hire ?



Types of bad hires ?



Cost of a bad hire



online survey within the U.S. by Harris Poll on behalf of CareerBuilder among 2,257 hiring and human resource managers and 3,697 workers, between August 16 and September 15, 2017

Why Harrison Assessment is Unique

	MBTI	DISC	Harrison Assessment
Assessment Type	Personality type indicators	Personality styles	Behavioral tendencies
Purpose	Identify behavior and intellectual approach to the environment	Identify emotional patterns shown in a given environment	Identify & describe behavioral tendencies with personality traits, work values, preferences and interests
Main Usage	Self and Team development	Self-Management and Team development	Recruitment, Succession planning, Self and Team development, Career coaching
Model Structure	Psychological differences are divided into 4 pairs of opposites resulting in 16 possible types	Grouped in four primary personalities styles, each with very distinct with observable behaviors	Measures 175 behavioral tendencies, each specifically defined. Also defines 12 key Paradoxes to understand dynamic behavioral tendencies.
Underlying Theory	Bipolar	Moulton Marston's (1920)	Human Behavior Theories Paradox and Enjoyment-Performance Theory
Usefulness for Recruitment	Not to be used for recruitment	Might be used, but not recommended due to poor predictive ability	Specially developed with recruitment in mind and integrates well in a recruitment process.

Advantages of Harrison Assessments

	MBTI	DISC	HA
For Recruitment	No	(Yes)	Yes
Customizable	No	No	Yes
%age Matching with Specific Role	No	No	Yes
Consistency Measurement (Lie Detector)	No	No	Yes
Can take Hard Skills (e.g. education, experience, etc.) into account	No	No	Yes
Identifies traits to avoid (= de-railers)	No	No	Yes
Measured Dimensions	16	4	175
Easy interpretation of the results by self	No	Yes	Yes
Fast Questionnaire Completion	No	Yes	Yes
Automated Benchmarking	No	No	Yes
Extensive Suite of Reports	No	No	Yes

Key Features for Recruitment

- Job Selection made easy with more than 6,500 Job Success Formulas predetermined and based on 30 years + of experience
- Eliminates up to 80% of the administrative work during recruitment
- Possibility to tailor-make each Job Success Formula for a specific role in your organization
- Eligibility assessment made easy, reduces significantly upfront screening of applications. Eligibility assesses levels of education, experience and (hard) skills based on your requirements – questionnaire tailor-made to the specific role in your organization
- A more in-depth Suitability screening based on analyzing 175 behavioral traits. Screening include attitudes, motivations, interpersonal skills, interests, work values, and work preferences
- Interview Worksheets provides customizable behavioral interviewing questions and scoring guidelines to further evaluate suitability and produce a total score during interview process

Key Benefits Using HA in Recruitment & Retention

- **Quick Identification of High Performers and Potentials**
 - More than **80% of accuracy** in predicting job success of candidates, thanks to the Job Success Formula customizable to your company needs.
 - Based on Enjoyment-Performance-Theory - people who enjoy their job will perform better (higher emotional commitment to the job).
 - Understand better behaviors with the 12 most important work – related paradoxes
- **Optimize your Hiring Costs**
 - Includes **consistency mechanism** ensuring participants' inputs are trustworthy (Lie Detector)
 - Automates upfront CV checking through Hard Skills (Eligibility) Screening
 - Reduces the guesswork over how much the candidate will like the job
 - Significantly reduces number of interviews
- **Reduce Staff Turnover (especially of talents)**
 - Comprehensive Manage, Retain & Develop report, providing tips on how to manage individual employees in order to utilize their strengths, identify challenges and prevent problems
 - Use insights provided by the reports to further enhance employee engagement, increase performance, and improve business outcomes.

About Saving Time and Increasing Efficiency

PURPOSE

Candidates complete Online Questionnaire

INVESTMENT

Systematic, efficient and reliable pre-screening of candidates instead of CV Screening

First Screening based on Eligibility (Experience, Education, Hard Skills, etc.)

- 1) Tailoring Eligibility formula : 2,100 HKD*
- 2) Screening Cost per Candidate:
35 HKD* for non-management positions
70 HKD* for management positions

Review of CVs & Cover Letters of eligible candidates

Further Screening based on uploaded CV & Cover Letter

Shortlisting of highly eligible candidates based on suitability criteria

Suitability Screening (attitudes, motivations, interpersonal skills, work values)

- 1) Tailoring Suitability formula : 700 HKD*
- 2) Screening per Candidate :
Non-Mgt : 350 HKD*, Mgt: 700 HKD*

Harrison selection Package :

- Job success Analysis
- Interview Guide
- Optional: How to attract this candidate

Interview based on HA Reports

Finalize Selection & Hire

- 1) HA Selection Package per candidate:
Non-Mgt : 350 HKD*, Mgt: 700 HKD* (after suitability screening)
- 2) HA Attraction Report per candidate:
350 HKD*

Harrison development (optional) and recommended :

- Paradox report
- Development for Position
- How to develop, manage and retain
- Engagement & retention analysis

Support Onboarding

- 1) 350-1,400 HKD* depending on position

*All prices based on 2017 Price List before volume discounts

A Couple of Success Stories

- **Case 1 – Selection for Culture Fit**

- SME in Optical Industry aims for becoming a world-class player in their industry
- Launched Corporate Culture Transformation program in 2008
- Uses Harrison Assessment for every single recruitment since then
- **RESULT:** Optimizes hiring decisions, especially related to corporate culture fit (identified a number of key behavioral tendencies for culture fit)

- **Case 2 – Large Contract Manufacturer in Garment Industry**

- Identified the importance of hiring graduate talents with future leadership potential
- Started using Harrison Assessments in 2012 for hiring graduates
- Expanded use of Harrison Assessment every year across Asia
- **RESULT:** Optimizes selection of leadership talent by identifying key traits that indicate future leadership potential while also accounting for good fit in current role.

Contact Us ...

- ① ... if you want to know more about **optimal talent selection tools**
- ① ... if you wonder how to best approach **using assessments for talent selection?**
- ① ... if **consider getting accredited** in Harrison Assessments

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