

Employee Development Solutions

Harrison Assessments' Employee Development Solutions empower companies to build a competitive edge through employee development.

Even though managers typically have years of experience in their specialized expertise, they rarely have the training or skills necessary to facilitate employee development. Yet, in order to succeed in today's competitive environment, companies must continually increase productivity, retain top talent and build effective teams. Harrison Assessments Employee Development Solution provides all the necessary tools to help companies build a competitive edge.



It all starts with work satisfaction. Our world-wide research shows that employees who enjoy 75% or more of their daily activities are 3 times more likely to succeed in their jobs and stay longer than employees who don't. Therefore, we start the process of employee development with our 30-minute SmartQuestionnaire which provides a comprehensive analysis of work preferences, interests and interpersonal tendencies.

With a click of a button, you can determine how satisfied an employee is within his or her current role. You can then drill down to determine which responsibilities provide the greatest personal motivation and job satisfaction. This information provides valuable insight into how job functions can be re-engineered to better suit the individuals and how to create effective succession planning.

By selecting the appropriate Job Success Formula you receive a complete job analysis of an employee's strengths and weaknesses in relationship to job performance. A job success formula also generates an employee development plan that guides the employee to develop the behaviors that will lead to success for a particular job

But, we don't stop there. We also provide managers with the tools they need to be effective coaches and leaders. Our "How to Manage and Retain Report" provides managers with practical guidelines for motivating, retaining, and coaching individual employees.

Our ParadoxTechnology provides managers with a clear understanding of their own behaviors that will enable them to reduce turnover and become more effective team members and leaders. It even includes a mapping of their stress behaviors and how those impact other team members and employees. By mapping managers' as well as the entire teams behaviors against the key paradoxical principles of leadership, managers can immediately start with practical actions for coaching performance, retaining talent and building effective working relationships.

Our Team Paradox Report helps managers build stronger teams by establishing clear team values for effective interactions, identifying the strengths and weaknesses of the team members in an effort to maximize team efficiencies, and pinpointing weak areas within the team that will need additional support.



Start developing performance, work satisfaction, and team effectiveness. and build your competitive edge with Harrison Assessments Employee Development Solutions.

Contact Harrison Assessments China to learn more about Harrison Assessment Development Solutions.

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