

Kaimin Consulting Ltd

Why use Harrison Psychometric Assessments?

Harrison assessments play a very important role in developing individuals and teams as they encourage behavioural competencies and highlight development issues in a much more personal way. They also can empower managers to better understand employees and help to create high performing teams.

The assessments measure several behavioural factors, enabling job specific assessment for a wide variety of jobs. It is entirely job focused and designed to identify job success as well as job satisfaction. It highlights work passions leading to employee engagement and retentions.

- Low cost and easy setup.
- The [SmartQuestionnaire™](#) provides a comprehensive assessment of job suitability in only 30 minutes.
- More than 6500 researched [Job Success Formulas](#) enables job-specific assessment with minimal customization.
- Extensive validation related to specific job performance.
- Identifies and measures core behavioural competencies using [Paradox Technology™](#).

The Importance of Work Satisfaction

Measuring work satisfaction is essential to determine motivation and forecast whether an individual will prosper, succeed and stay with the organization. Most behavioural and personality assessments fail to measure work satisfaction and are therefore limited to predicting personality.

3 Keys to Work Satisfaction

Harrison Assessment's Enjoyment-Performance Methodology considers 3 key issues related to work satisfaction and retention, measuring the degree to which a person's:

1. Preferred tasks fit the job.
2. Interests fit the job.
3. Work environment preferences fit the job.

Enjoyment and Performance are linked because the level of enjoyment that an employee has while performing an activity is directly related to the level of their performance relative to that activity.

When people enjoy a task, they tend to do it more, and get better at it. Like a self-fulfilling prophecy, good performance creates acknowledgment and/or positive self-regard which then causes people to enjoy the task even more.