

Harrison Assessments

Davies Turpin & Associates looked long and hard for an assessment tool to support our Search and Executive Coaching practices. We wanted a proven tool that was clear and understandable and provided accurate job performance feedback regarding employees or potential employees. The Harrison Assessment is that tool. It provides practical reports on suitability for a position, development suggestions, work behaviors, how to attract and retain and how to manage the individual.

The Harrison Assessment forms a sound platform for talent management within a company.

Identifying and Assessing Mission Critical Core Competencies

Mission Critical Performance requires a combination of two distinctly different types of core competencies: technical and behavioral. These are called **Eligibility** and **Suitability**.

Harrison Assessments is one of the few systems that can accurately measure both.

Eligibility determines if a person “**can**” **do the job**. Generally eligibility consists of:

- Specific Skills
- Previous Work Experience
- Willingness (to travel, overtime, etc.)
- Training
- Education
- Industry/Professional Specific Credentials

Suitability determines if a person “**will**” **do the job**. Each job must be analyzed to determine what requirements are needed in order for a person to be successful. Then each person must be assessed to determine if they possess the competencies required to succeed. Generally, suitability consists of the following behavioral competencies:

- Leadership and Decision-Making Skills
- Interpersonal Skills
- Motivation and Initiative
- Attitudinal Requirements
- Personal Honesty, Values and Ethics
- Task Preferences and Personal Interests
- Work Environment Preferences
- Personality Balance
- Cultural and Organizational
- Compatibility