

Press Information

Efficient personnel decisions with Harrison Assessments

Predicting, assessing and developing performance

WIESLOCH, Germany (Aug. 22, 2006): Surveys of personnel managers in Germany have repeatedly shown that so-called “soft skills” – especially the ability to interact and work effectively with colleagues and clients – are among the most important criteria in hiring. In the IT project market, for example, 93% of 175 respondents in one survey said soft skills ranged from “important” to “very important” when making hiring decisions.

In practice, however, it is often very difficult to recognize soft skills during the selection process. And because it is still assumed that objectively assessing a job candidate’s personality is much more complicated and time-consuming than measuring his or her professional qualifications, most personnel managers settle for a standard, lowest-common-denominator approach.

The result: personnel managers closely scrutinize practical and intellectual competence and qualifications, but simply rely on their own impressions and instincts when it comes time to assess the candidate’s soft skills. This often leads to hiring mistakes that cost companies dearly in terms of both time and money.

An online assessment system like Harrison Assessments is a time- and cost-efficient way to avoid this expensive headache.

The management consultant Westernacher Business Management Consulting AG, working with Harrison Assessments, has brought to the German market a unique system that, for the first time, delivers a systematic and objective measurement of a job candidate’s soft skills in 160 different areas.

Harrison Assessments is an ASP-based system for online potential analysis. It enables the individual attributes of job candidates, existing employees and employees who are just starting their careers to be rated against the specific requirements of a particular job. The system predefines 60 standard profiles that personnel managers can customize or refine to meet their needs in specific areas – for example, in management, sales and distribution, or customer service.

The profile can be further customized to meet the requirements of a specific job. It can even help find the right employee for a “profiled” superior.

The system uses the results of questionnaires, completed online by the candidate, to prepare several reports tailored to the individual needs and questions of various users inside the client organization. The reports are generated and accessed over the Internet.

The questionnaire responses allow the compilation of more than 160 attributes, preferences and behavior patterns for each job candidate. This profile is then matched against one that lists not only the requirements and preferences being sought for each position, but the attributes that the potential employer definitely wishes to avoid.

The system, using a consistency indicator, shows how much confidence can be put in a particular answer from a candidate. The candidate’s degree of suitability is then shown and explained in both graphic and textual form. The texts are always positively formulated, and give specific indicators as to the strengths and weaknesses of the candidate. Moreover, Harrison Assessments is absolutely unbiased, and prevents any sort of prejudice or discrimination from creeping into personnel evaluation.

The individual test results provide an invaluable assessment basis for personnel selection. This Web-based suitability assessment allows the thorough evaluation of up to 500 candidates and their positioning via a group analysis in just two days – a task that until now has taken several weeks.

Harrison Assessments, using the online questionnaires, can measure applicants' attributes as accurately as any full-service assessment center. The risk of hiring the wrong candidate is minimized, while the costs associated with assessing and choosing from a pool of applicants is sharply reduced. And rapid responses from applicants ensure that your company benefits from a large pool of qualified candidates.

That's not all that Harrison Assessments can do: it also identifies the development potential of individual employees and reliably assesses behavioral tendencies that could have an impact on performance. Additionally, the system includes useful tools for team and personnel development, and an extra module can be used for career counseling; the system includes 600 job descriptions in the form of qualification profiles. This functionality is even useful for students, who can test their own personal suitability for a particular field of study.

Dan Harrison, Ph.D (Organizational Psychology). Dan is the developer of Harrison Assessments and originator of Paradox Theory as used in Harrison Assessments. His diverse background in Mathematics, Personality Theory, Counseling Psychology and Organizational Psychology has enabled him to make a unique and exceptional contribution to assessment methodology. His 30 years of experience in Psychology and Assessment are incorporated in the Harrison Assessment tools, enabling them to meet practical needs in recruitment, development and assessment.

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