Remote Workforce Analytics

Whether remote work is new to your organization or you've been doing it successfully for years, your employees have likely experienced both the benefits and the challenges of getting things done away from the office.

Important questions to ask when implementing a remote workforce:

- How can the capacity to work remotely be measured and understood?
- How can leaders adjust their management style to help employees succeed in a remote environment?
- How can data and talent analytics assist in making good decisions for your organization?

Harrison has developed specific Remote Work Behavioural Competencies to help organizations maximize performance and meet the challenges of working in a remote environment. Using our unique behavioural competencies framework, we have developed two new competencies for **Remote Productivity** and **Remote Communication**.

There are two versions of the competencies: One for remote workers and the other for leaders who manage remote workers.

Remote Workers - can compare their own behavioural tendencies to those that are most likely to produce positive outcomes.

Leaders of Remote Workers - can gain insights into their own management style and potential adjustments that will benefit team members and organizational performance.

HARRISON assessments
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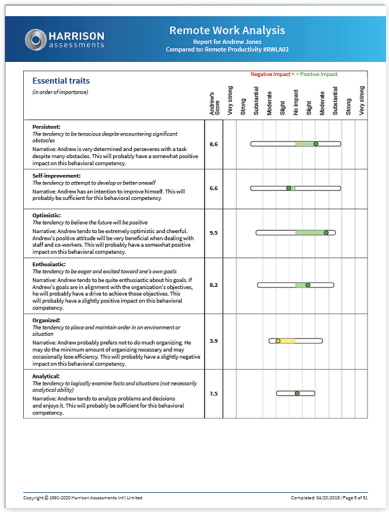
Remote Workforce Analytics

Different People = Different Challenges


HARRISON assessments

Remote Work Analysis
Report for Andrew Jones
Compared to: Remote Productivity #RWLA02

Essential traits
(In order of importance)

	Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	Neutral	Slight	Moderate	Substantial	Strong	Very strong
Persistent: *The tendency to be tenacious despite encountering significant obstacles* Narrative: Andrew is very determined and persevere with a task despite many obstacles. This will probably have a somewhat positive impact on this behavioral competency.	8.6											
Self-Improvement: *The tendency to attempt to develop or better oneself* Narrative: Andrew has an intention to improve himself. This will probably be sufficient for this behavioral competency.	6.6											
Optimistic: *The tendency to believe the future will be positive* Narrative: Andrew tends to be extremely optimistic and cheerful. Andrew's positive attitude will be very beneficial when dealing with staff and co-workers. This will probably have a somewhat positive impact on this behavioral competency.	5.3											
Enthusiastic: *The tendency to be eager and excited toward one's own goals* Narrative: Andrew tends to be quite enthusiastic about his goals. If Andrew's goals are in alignment with the organization's objectives, he will probably have a drive to achieve these objectives. This will probably have a slightly positive impact on this behavioral competency.	8.2											
Organized: *The tendency to place and maintain order in an environment or situation* Narrative: Andrew probably prefers not to do much organizing. He may do the minimum amount of organizing necessary and may occasionally lose efficiency. This will probably have a slightly negative impact on this behavioral competency.	3.9											
Analytical: *The tendency to logically examine facts and situations (not necessarily analytical ability)* Narrative: Andrew tends to analyze problems and decisions and enjoys it. This will probably be sufficient for this behavioral competency.	7.5											

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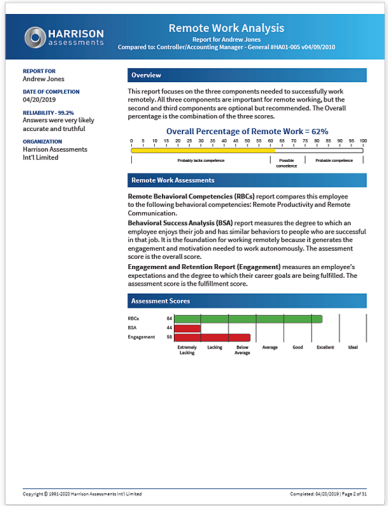
Analysis - Identifying Development & Training Needs


HARRISON assessments

Remote Work Analysis
Report for Andrew Jones
Compared to: Controller/Accounting Manager - General #HA01-005 v04/09/2010

REPORT FOR
Andrew Jones

DATE OF COMPLETION
04/20/2019

RELIABILITY - 99.2%
Answers were very likely accurate and truthful

ORGANIZATION
Harrison Assessments Int'l Limited

Overview

This report focuses on the three components needed to successfully work remotely. All three components are important for remote working, but the second and third components are optional but recommended. The Overall percentage is the combination of the three scores.

Overall Percentage of Remote Work = 62%

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Probably lacks competence — Possible competence — Probable competence

Remote Work Assessments

Remote Behavioral Competencies (RBCs) report compares this employee to the following behavioral competencies: Remote Productivity and Remote Communication.

Behavioral Success Analysis (BSA) report measures the degree to which an employee enjoys their job and has similar behaviors to people who are successful in that job. It is the foundation for working remotely because it generates the engagement and motivation needed to work autonomously. The assessment score is the overall score.

Engagement and Retention Report (Engagement) measures an employee's expectations and the degree to which their career goals are being fulfilled. The assessment score is the fulfillment score.

Assessment Scores

RBCs 84
BSA 44
Engagement 56

Extremely Lacking — Lacking — Below Average — Average — Good — Excellent — Ideal

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The Remote Worker Analysis Reports target three distinct areas:

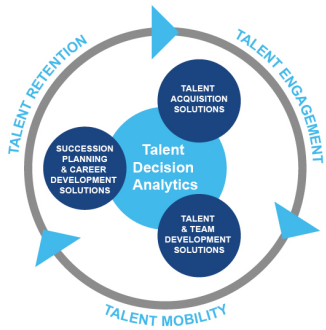
1. The Remote Work Behavioural Competencies which identify traits needed for effective remote productivity and communication.
2. The Behavioural Success Analysis Report identifies an individual's fit with the job which is the primary foundation for successful remote working.
3. The Engagement and Retention Report assesses the individual's level of engagement which is also a foundation for successful remote working.

Brandon Hall Award Winner

We were proud to be acknowledged as a winner of the Silver award for Innovating Remote Workforce Analytics in the category of Best Advance in Technology Innovation for the Remote Workforce.

Harrison Talent Life Cycle Solutions

Harrison Assessments uses predictive analytics to help organizations acquire, develop, lead and engage their talent. This comprehensive Talent Decision Analytics provides the intelligence needed throughout the talent life cycle to build effective teams and develop, engage and retain key talent. Contact us to learn how we help organizations make great decisions.



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