

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.



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Different People = Different Challenges

While many people enjoy working remotely and do so successfully, a multitude of challenges can make it quite difficult for others:

- Requires self-discipline
- Possible lack of structure
- Lack of social contact and potential feelings of isolation
- Overwork/stress from not being able to switch off
- Difficulty prioritizing tasks
- Managing different kinds of interruptions from family, children, pets
- · Adapting to new technology and associated outages
- Managing physical and mental health
- Lack of clarity in deliverables

Analysis - Identifying Development & Training Needs

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.

Essential traits				rveg				Positi	- m	act	
(in order of importance)	Andrew's Score	Very streeg	Stong	Cobstantial	Moderate	Store	No impact	CALON	Moderate	Substantial	Strong
Persistent: The tendency to be tenocious despite encountering significant obtacoles Namative: Andrews is very determined and persevens with a task despite many obtaches. This will probably have a somewhat positive	8.6								•	_	
Impact on this behavioral competency. Self-Improvement: The tendency to obtempt to develop or better oneself Nanative: Andrea has an intention to improve himself. This will	6.6										
probably be sufficient for this behavioral competency.				_	_		_			_	
Optimistic The tendency to believe the future will be positive Narrative: Andrew tends to be extremely optimistic and cheerful. Andrew's positive extrudie will be very beneficial when dealing with staff and co-workers. This will probably have a somewhat positive impact on this behavioral competency.	9.5			C						-	
Exthusiantic: The tendency to be exper and excited toward and is even pools Naradive. Andrew tends to be quite enthusiantic about his goals. If Andrew's goals are is algoment with the organization's objectives, will probably have a direct to achieve these objectives. This will probably have a slightly positive impact on this behavioral competency.	8.2			c				0		>	
Organized: The tendency to place and maintain order in an environment or abaction Neuralive: Andrew probably prefers net to do much organizing. He may do the minimum amount of organizing necessary and may occasionally loss efficience. This will orobable have as slitchthr nearther	3.9				-	D			5		
occasionally lose efficiency. This will probably have a signify negative impact on this bulknismal compartency. Analytics: The instance to logically exemute facts and situations (not necessarily analytical cability) numericus. Andews tends to analyte problems and decisions and eriops. It. This will probably be sufficient for this behavioral compartence.	7.5					_		_			

District Ourceive Andrew Jows Set or Components needed to successfully work for exponents needed to successfully work for exponents are supported for remote working but the some work work work work work work work work	Address costs Control in the second	Andrew Loss Virtual Bard reserves. The regret frame in the three components needed to successfully work, more than the reserves. Bard reserves. The regret frame in the reserves. Bard reserves. Compared to the reserves. Bard reserves. Compared to the reserves. Bard reserves. Compared to the reserves. Description of the reserves. Description of the reserves. Description of the reserves. Description of the reserves. Description of the reserves. Descrit to the reserves.	HARRISON assessments	Remote Work Analysis Report for Andrew Jones Compared to: Controller/Accounting Manager - General INM01-005 v04/09/2010
Communication. Behavioral Success Analysis (BSA) report measures the degree to which an employee enjoys their job and has similar behaviors to people who are success	engagement and molvation needed to work autonomously. The assessment score is the overall accor Engagement and Retention Report (Engagement) measures an employee's expectations and the degree to which their career goals are being fulfiled. The assessment score is the fulfilment score.	engigement ad motivation needed to wisk autoinnout, The assemble Fragmenter at the factorism Street (Fragment) means are surplying's expectations and the degree solution that the factorism spectra expectations and the degree solution that the factorism spectra expectations and the degree solution that the factorism spectra expectation and the degree solution that the degree solution that the factorism spectra expectation and the degree solution that the degree solution the degree solution the degree solution the degree soluti	REPORT FOR Andrew Jones BATE OF COMPLETION 04/20/2015 RELIMENTY- 59.7% Answers were very likely accurate and truthful ORIGMENTION Harrison Assessments	Compared to construct Accounting Managers Council and addressments Council and Council an
BG-C 44 BA 44 Esganset 50 Estimate Labora Meine Annae God Datet Meine			Copyright © 1992-0000 Harrison Assessment	ns inst Limited Completed \$400,0009 Fegs 2

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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