

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 | | | | nega | | | | Positi | | pact | |
|---|-------------------|-------------|-------|-------------|----------|-------|-----------|--------|----------|-------------|--------|
| (in order of importance) | Andrew's Score | Very streeg | Stong | Gubstantial | Moderate | Store | No impact | CALON | Moderate | Substantial | Strong |
| Persistent! The tendency to be tenacious despite encountering significant electedes Narrative: Andrew is very determined and persevers with a task | 8.6 | | | _ | | | | | 0 | | |
| despite many obstacles. This will probably have a somewhat positive impact on this behavioral competency. | | | | | | | | | | | |
| Self-improvement: The tendency to ottamot to develop or better oneself | | | | | | | | | | | |
| Narrative: Andrew has an intention to improve himself. This will probably be sufficient for this behavioral competency. | 6.6 | | | | | | | | | 7 | |
| Optimistic: The tendency to believe the future will be positive | | F | | | | | | | | | |
| 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. | 9.5 | | | | | | 1 | | - | P | |
| Extrustantic: The toolency to be exper and excited toward and's own pools Naradive: Andware tands to be quive enthusiantic about his goals, if Andwar's goals are in a Agment with the organization's objectives, we'll probably have a dire to achieve these objectives. This will probably have a slightly positive impact on this behavioral competence. | 8.2 | | | C | | | | 0 | | - | |
| Organized: The tendency to place and maintain order in an environment or abaation | | F | F | | | Γ | Γ | | | T | |
| 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 | | | | 0 | D | | | | | |
| Analytical: The tendency to lagically examine facts and situations (not necessarily analytical oblidy) Narative: Andreas tends to analyze problems and decisions | 7.5 | | | | | _ | | | | | |
| nametye. Another tends to analyze produces and decisions and ergsys it. This will probably be sufficient for this behavioral competency. | | | | | | | | | | | |

| Compared to: Controller/Accounting Manager - General 19403 1005 V04/09/2010 | | | | | | | | |
|---|---|--|--|--|--|--|--|--|
| REPORT FOR Andrew Jones | Overview | | | | | | | |
| BATLOF COMPLETION 04/20/2019 RELARITY-59.2% Answers were very likely accurate and truthful ORGANIZATION Harrison Assessments Int'l Limited | This repet fourses on the three comparatures needed to successfully work encoded, All three comparatures are applicable better commended. The Overall encoded and three comparatures are applicable better commended. The Overall Procentage in the comparatures are constructed as a successful overall Proceedings of the transmission of the three society. The successful overall Proceedings of the transmission of the three society. The successful overall proceedings of the transmission of the three society. The successful overall proceedings of the transmission of the three society. The successful overall proceedings of the transmission of the three society. The successful overall proceedings of the transmission of the three society. The successful overall proceedings of the transmission of the three society. The successful overall proceedings of the transmission of the three society. The successful overall proceedings of the transmission of the three society. The successful overall proceedings of the transmission of the three society. The successful overall proceedings of the transmission of the three society. The successful overall proceedings of the transmission of the three society. The successful overall proceedings of the transmission of the three society. The successful overall proceedings of the transmission of the three society. The successful overall proceedings of the transmission of the three society. The successful overall proceedings of the transmission of the three society. The successful overall proceedings of the transmission of th | | | | | | | |
| | Remote Rehardnet Competencies (BRC) report compares this semployse to the following behavioral competencies: Remote Productivity and Remote Communication. Behavioral Soccess Markyis (BSA) report measures the degree to which an employee enjoys Behijob and has similar behaviors to people who are accessed reputy to the control of the second second second second second reputy to the control of the second second second second second second second second second second second second second second second second second second second seco | | | | | | | |
| | expectations and the degree to which their career goals are being fulfilled. The assessment score is the fulfilment score. Assessment Scores | | | | | | | |
| | BCA 64 EAA 44 Engerennet Etwany Lasing New Aways Good Doalest Unit | | | | | | | |
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Harrison Talent Life Cycle Solutions

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assessments

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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