

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.



Careering Forward

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Remote Workforce Analytics

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	it ve i	трас		Positi	re imp	pact	
(in order of importance)	Andrew's Score	Very streeg	Stong	Gubstantial	Moderate	Skphi	No impact	CALON	Moderate	Substantial	Strong
Persistent: The tendency to be tenocious despite encountering significant obstacles Naradiva: Andrew is very determined and persevens 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 citizenpt to develop or better oneself Narrative: Andrea 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 optimizing and cheerful. Andrew's positive attable will be very beneficial when dealing with staff and co-workers. This will probably have a somewhat positive impact on this behavioral competency.	3.5			0						Þ	
Exthusiantic: The tendency to be exper and excited toward and is own pools Naradive. Andrews tends to be quite errbrainstic about his goals. If Andrew's goals are is algement 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 situation Numarius, Andrew prebably prefers net to do much organizing. He may do the minimum amount of organizing mesosary and may occasionally lose efficiency. This will probably have a slightly negative impact on this buhavioral competence.	1.9				-	D			5		
Analytical The tendency to logically examine facts and situations (not necessarily analytical childy) Narrative: Andreas tends to analyte problems and decisions and erippy it. This will probably be sufficient for this behavioral competency.	7.5					_		_			

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 fucuses on the three components reached to successfully and memory All three components are important for remeta working, but the second and thrid components are important for remeta working. The Overall Percentage in the components are important on the Overall Percentage of Remote Works E.37% Overall Percentage of Remote Works E.37% The Mark Market Stream of the Stream of Str							
	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 mipsys Behi job and has similar behaviors to people who are accessed reputy and the intervention of the second second protocol who are supported by the protocol and the similar behaviors to people who are accessed reputy and the intervention of the second second protocol behavior and the coreal locene. The approximation of the coreal locene to core is the coreal locene.							
	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							

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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