

# **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		Negative Impact 4 > Positive Impact											
(in order of importance)	Andrew's Score	Very streeg	Stong	Gubstantial	Moderate	Store	No impact	CALON	Moderate	Substantial	Strong		
Persistent: The tendency to be tenocious despite encountering significant obstacles Namative: Andrew is very determined and persevenes with a task despite many obstacles. This will probably have a somewhat positive invact on this bahavioral correstence.	8.6			_				_	•				
Self-improvement: The tendency to otherpat to develop or better oneself Neuralize. Andrew has an intention to improve himself. This will probably be sufficient for this behaviors? competency.	6.6					_				5			
Optimistic The tendency to believe the future will be positive Narrative. Andrew tends to be extremely optimistic 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 bahavioral competency.	9.5			0						0			
Exthusiantic: The tendency to be exper and excited toward one's own pools Naradive: Andrews tends to be quite errhusiantic about his goals. If Andrew's goals are is algmment with the organization's objectives, will probably have a dirive ta schedure those objectives. This will probably have a slightly positive impact on this behavioral computency.	8.2			C				0		5			
Organized: The tendency to place and maintain order is an environment or situation Numative. Andrews probably prefers net to do much organising. He may do the minimum amount of organising measures you do may occasionally lose efficiency. This will probably have a slightly negative impact on this buhinorial competency.	3.9				-	D			5				
Analytical: The tendency to logically examine facts and abustions (not necessarily analytical ability) Narrative: Andreas tends to analyze problems and decisions and erippin 1: This will probably be sufficient for this behavioral competency.	7.5					_		_					

HARRISON	Remote Work Analysis Report for Andrew Jones Compared to: Controller/Accounting Manager - General INAD1-005-V04/09/2010
REPORT FOR Andrew Jones	Overview
BATE OF COMPLETION 04/20/2019 RELABELTY - 59.2% Answers were very likely accurate and truthful ORGANIZATION Harrison Assessments Int'l Limited	This report facuses on the three components needed to accessfully work memory. At the monotopy, all the components are important for remote working, but the second and third components are the operational but recommended. The Overall percentage of Remote Works 62% Overall Percentage of Remo
	Renote Delawiord Competencies (BIC) report compares this employee to the following) consist competencies: filled the second probability and Benetic Behaviora. Societa Analysis (BICs) report measures the degree to which an employee enjoy the high and the similar behaviors to people when are societ in that job. Is the foundation for warking remothy because it generates the second provide the second second provide the second second reggement and Betestions Report (Engreement) measures an employeer, projections and the degree to which there are goals are being fulfilled.
	assessment score is the fulfillment score. Assessment Scores
	BCc. 64 EX. 44 Execution Laboratory Annuals Cost Exatler Union Execution Laboratory Annuals Cost Exatler Union

## **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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