

# **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 < > 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 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 otherept 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: Andrews tands to be extremely optimistic and cheerful. Andrew's positive arbitude 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						D	
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				0	D			5		
Analytical: The tendency to logically examine facts and situations (not necessarily analytical ability) Narrarive: Andrew tends to analyze problems and decisions and erippy it. This will probably be sufficient for this behavioral computency.	7.5					_	•	_			

Compared to: Controller/Accounting Manager - General 19402 1005 V04/09/2010							
REPORT FOR Andrew Jones	Overview						
ANT OF COUNT YOUR AND	This report focuses on the three components needed to accessfully work in the internet of the formation working, but the second and third components are explained but recommended. The Overall percentage of the components are used to be a second and the second a						
	Remote Net/Assessments Brentet Beharingen Competencies (BIR-) report compares this employee to the following thetwariad competencies. Remote Productivity and Remote Communication. Beharingen Kengto Hola and has stimish to historics to people view to the area socione employee enjoy to have a hard to historics to people view to are socione employment and molecular to be a first stimistic to people view to are socione employment and molecular and the stimistics of the second employment and molecular and end to social autoencoulty. The assessment socies is the overall acces.						
	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. Assessment Scores						
	ECc. 44 EA, 44 Experiment Labing Kow Aways God Exciter Ma Labing Kowy Aways God Exciter Ma						

## **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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