

# **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 Behavioral Competencies to help organizations maximize performance and meet the challenges of working in a remote environment. Using our unique behavioral 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 behavioral 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.



The Gift Coaching

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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 Behavioral Competencies which identify traits needed for effective remote productivity and communication.

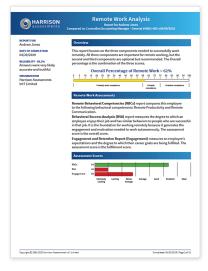
2. The Behavioral Success Analysis Report identifies an individual's fit with the job which is the primary foundation for successful remote working.

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 |             |        |             |          |      |           |        |          |             |        |  |
|---|-------------------------------------|-------------|--------|-------------|----------|------|-----------|--------|----------|-------------|--------|--|
| (n order of importance)   | Andrew's                            | Very streeg | Gtrong | Substantial | Moderate | SkyM | No impact | Cliphe | Moderate | Substantial | Strong |  |
| Persistent:<br>The tendency to be tenocious despite encountering significant<br>elettroles<br>Narradive: Andrew is very determined and perseveres with a task<br>despite many obstacles. This will probably have a somewhat positive<br>impact on this behavioral competency.   | 8.6                                 |             |        | _           |          |      |           | _      |          |             |        |  |
| Self-improvement:<br>The tendency to action pt to develop or better oneself<br>Manuface: Andrea has an intention to improve himself. This will<br>probably be sufficient for this behavioral competency.  | 6.6                                 |             |        | _           |          | _    |           |        |          | _           |        |  |
| Optimistic:<br>The tendency to believe the focuse will be positive<br>Narrative: Andrew tends to be extremely optimistic and cheerlul.<br>Andrew's positive studies will be very beneficial when dealing with<br>staff and co-workers. This will probably have a somewhat positive<br>impact on this behavioral competency.   | 3.5                                 |             |        | _           |          |      |           |        |          |             |        |  |
| Extbasilartic:<br>The tendency to be exper and exoited toward one's own goals<br>Naradive: Andews tends to be quite erthusiatic about his goals. If<br>Andews' goals are in alignment with the organization's objectives,<br>we'll probably have a drive to achieve those objectives. This<br>will probably have a slightly positive impact on this behavioral<br>computency. | 8.2                                 |             |        | c           |          |      |           | ø      |          | 5           |        |  |
| Organized:<br>The toxidency to place and maintain antier is an environment or<br>situation<br>Numation: Andrew probably porfers not to do much organizing. He<br>may do the minimum amount of organizing necessary and may<br>occasionally lose efficiency. This will probably have a slightly negative<br>impact on this buhavioral competency.                              | 1.9                                 |             |        |             | c        | 0    |           |        | 5        |             |        |  |
| Analytical:<br>The tendency to logically examine facts and situations (not necessarily<br>analytical biblio)<br>Narrative: Andrew tends to analyze problems and decisions<br>and eripys 1: This will probably be sufficient for this behavioral<br>competency.  | 7.5                                 |             |        |             |          | _    | •         | _      |          |             |        |  |



# **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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