

FOR IMMEDIATE RELEASE
February 11, 2009

Total Career Success With Ken & Sheryl Dawson —
VOICEAMERICA INTERNET RADIO SHOW

February 16, 2009 Show Features Dr. Dan Harrison on
Assessing Behavioral Preferences and Performance Potential

Houston, TX – Dr. Dan Harrison will be featured on Total Career Success, an Internet show on VoiceAmerica Talk Radio Network, at 11 a.m. Central on Monday, February 16. The show is designed to inform listeners and encourage them to achieve their career goals by featuring experts and business leaders to provide advice on job search and career advancement. The topic of the show will focus on assessing your behavioral preferences and applying self knowledge to optimize your career potential. In addition, Dr. Harrison presents his unique time and cost saving technology for talent managers to evaluate both behavioral or suitability fit and competency or eligibility fit for hiring decisions.

Dan Harrison is a PhD with 30 years of experience and a diverse background in Mathematics, Personality Theory, Counseling Psychology, Human Potential Psychology, and Organizational Psychology. He is the creator and developer of the Harrison methodologies including the Paradox Technology. Harrison Assessments was founded in 1990 with a single vision and purpose – to help companies optimize their human capital by leveraging their deep understanding of human resources and psychology. Harrison Assessments' tools include solutions to: Automate the recruitment process; Hire the best employees; Develop employee success; Retain top talent. Harrison Assessments stands apart from all other assessment companies.

“Having known Dan Harrison and utilized his assessment instrument for several years,” Sheryl Dawson, co-host shared, “I can attest to its powerful capability to help individuals and companies make smart decisions related to job and career fit. In fact, I have applied it to client situations across the spectrum of talent management with excellent results.”

There are two underlying theories that are integrated in the Harrison Assessment methodology. The first is called Enjoyment-Performance Theory and is based upon Behavioral Theory. The second is called Paradox Theory and is an extension of the "psychological opposites" theories explained by Jung and Freud.

Enjoyment-Performance Theory states that an individual will perform more effectively in a job if that individual enjoys the types of tasks that are required by a job, has interests that relate to the position, and the work environment conditions correspond with the person's work environment preferences.

According to Paradox Theory, our lives involve dealing with a series of paradoxes. Each paradox is a relationship between two categories of traits, "Gentle" traits and "Dynamic" traits. If our range of behavior is able to extend to both the Gentle and Dynamic aspects of the paradox, we will have an exceptional capability and means of fulfillment related to that aspect of our lives. By measuring traits and organizing them according the paradoxical model, we gain insight into the manner in which each person manages each paradox. Thus we gain a wealth of understanding about an individual's behavior patterns that is well beyond the traditional bipolar system of measurement.

The term Paradox theory is used because the complementary traits appear to be contradictory, but in fact are not. A person who embraces only one side of the paradox will consider the traits to be contradictory or opposite. Only a person who has psychologically resolved the paradox will consider the pair of traits to be mutually compatible. For example, a person who can be both frank and diplomatic will consider the two traits to be compatible and a person who is strong in only one trait will consider the two to be contradictory.

Paradox Theory provides a series of principles that give meaning to the complexity of personality traits without the use of typecasting. By mapping the patterns, insight into the unique individual is achieved without stereotyping or assuming relationships between traits that may not exist. The relative strengths of various complementary traits are identified and viewed as an entire system rather than as independently operating factors. It is the overall pattern that provides the deepest insight into the individual.

Ken Dawson, a show host commented, "The comprehensiveness of Harrison Assessments makes it a truly outstanding tool and resource for self development as well as talent selection and development within an organization. Whether for the college student seeking career direction, a seasoned professional desiring career advancement, or corporate hiring or development specialist, Harrison Assessments provides the accurate data needed to make sound career and life decisions."

To listen to the broadcast, please visit www.voiceamerica.com and click on the Total Career Success icon. The show will air live at 11 – 12 noon Central on February 16 and will then be available as an archive on the web site or to be downloaded to MP3 players and cell phones.

About Harrison Assessments

Dan Harrison is a PhD with 30 years of experience and a diverse background in Mathematics, Personality Theory, Counseling Psychology, Human Potential Psychology, and Organizational Psychology. He is the creator and developer of the Harrison methodologies including the Paradox Technology. Harrison Assessments was founded in 1990 with a single vision and purpose – to help companies optimize their human capital by leveraging their deep understanding of human resources and psychology. Harrison Assessments' technical offices are located in Central Hong Kong with staff and distribution offices in 25 countries around the world. The company focuses on providing the most trusted and accurate employee assessment tools in the industry. The tools help managers throughout the entire HR process, helping companies become more productive and efficient, leading to increased profitability. Harrison Assessments' tools include solutions to: Automate the recruitment process; Hire the best employees; Develop employee success; Retain top talent. Harrison Assessments stands apart from all other assessment companies. Based on over 20 years of research from around the globe, the company's solutions are rooted in a deep understanding of human resources and psychology. This, coupled with the company's exceptional human resource technology and unique proprietary Paradox Technologies, allows Harrison Assessments to offer predictive solutions unmatched by other assessment companies.

For more information visit <http://www.harrisonassessments.com>

About Total Career Success

Total Career Success, which is broadcast on VoiceAmerica, the world leader in Internet Talk Radio, aims to engage listeners in new ways of thinking about their potential, their goals, and

their future. The show hosts are Ken and Sheryl Dawson, principals of Total Career Success, Inc. and authors of *Job Search: The Total System*, 3rd edition. They have served corporations in outplacement and career development as well as talent management for 30 years in their consulting firm Dawson Consulting Group. The show presents guests who are experts in their fields to share the lessons they have learned in succeeding in their various areas of excellence and to discuss tips about a broad range of career issues, from specific career opportunities, to industries and workplace changes, to financial and advancement considerations.

For more information, visit <http://www.tcsworldwide.com/mediahome.shtml> and <http://www.dawsonconsultinggroup.com> .

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