

Daniel Harrison – Founder, Harrison Assessments



Dan Harrison, Ph.D. - Organizational Psychology. Dan is the developer of Harrison Assessments and originator of Paradox Theory as used in Harrison Assessments. His diverse background in Mathematics, Personality Theory, Counseling Psychology, and Organizational Psychology has enabled him to make a unique and exceptional contribution to assessment methodology. His 30 years of experience in Psychology and Assessment has enabled the Harrison Assessment tools to fulfill practical needs for recruitment, development and assessment. Dan's ongoing world-wide travel gives him direct involvement with the needs of Harrison Assessment clients and exposes him to the appropriate practical application in a wide variety of cultures.

Dan has an unusually diverse background enabling him to invent a unique profiling system for organizational development, performance development and career development. Having a natural talent for mathematics, his original study at California State University at Northridge focused on mathematics. However, he developed a strong interest in the human mind and thus changed his focus of study to Psychology and Asian Philosophy. Although his future career direction was uncertain at the time, he believed in the importance of including interests and personal passions into career and employment decisions rather than focusing only on abilities. The importance of "suitability" later became a key principal in the Harrison Assessments product.

Having completed his Bachelor's degree in Psychology he began to extensively explore and practice many different methods for enhancing people's lives using a range of disciplines. He continued his interest in Human Potential Psychology, completing a Master's Degree in Marriage and Family Counseling from Norwich University, Vermont. He then spent 10 years in private practice focusing on Human Potential Counseling and giving seminars worldwide. He expanded his study to Organizational Psychology and completed his Ph.D. from Sierra University in Organizational Psychology.

He studied and developed different organizational assessment methods, teambuilding methodologies and 360 degree feedback methodologies. Seeing the importance of achieving a clear psychological "picture" of the individual he explored different assessment methodologies. His experience in Human Potential Psychology combined with his mathematical background enabled him to create a comprehensive theory and methodology that could accurately identify attitudinal and behavioral patterns. He spent more than 10 years developing the underlying framework that later became the Harrison Assessments methodology. This combination of experience led to the creation of a comprehensive personality and organizational development assessment tool, now known as Harrison Assessments. Dr. Harrison has spent the last 15 years conducting research for companies worldwide using the Harrison Assessments system.