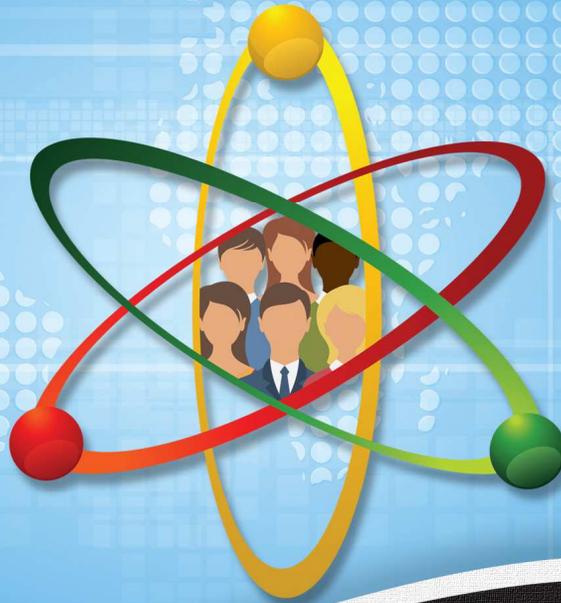


PROCESSING

PASSION



PRESENCE

JUDGMENTcompass Preview

This Report prepared by:

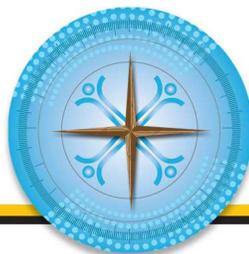
VIATECH GLOBAL - DEMO REPORT • 520-447-7835 • VIATECHGLOBAL.COM

EXCLUSIVELY FOR:

Anita Sample

4/20/2018

Viatech  **Global**
ACCELERATING HUMAN PERFORMANCE



Congratulations on completing our Judgment Profile. The information provided in this short report provides a brief overview of the information that you can gain about yourself, your direct reports, your co-workers and your potential new hires not available in any other assessment.

Typical assessment tools provide great personal insight into personalities, behaviors and even what individuals are passionate about, all of which are very important when building teams and improving both communication and teamwork.

Our Judgment profile goes beyond the traditional personality profile by having you complete a problem solving exercise that provides great insights into your unique strengths and potential vulnerabilities. Using the results from this assessment, we are able to measure the level of risk that exists for you and others in key work related areas such as capacity for action, sensitivity to people, problem solving skills, determination and much, much more.

The information provided through our suite of Judgment reports can be used for professional development and coaching or to add objectivity to your hiring process. Even the most adept recruiters and hiring managers are subject to their own personal bias during the interview process. This tool helps to reduce this interview bias and can save your company both time and money when evaluating potential employee candidates.

Our suite of Judgment reports includes:

- The JUDGMENT*compass* Screening report, which provides a quick, low cost picture of the risks associated with hiring specific individual. A tool to prioritize next steps in the hiring process.
- For those candidates that seem to be a good fit based on our initial screening report, our JUDGMENT*compass* Employability report (available based on the information already in our system) takes a deeper dive into the judgment style, strengths and vulnerabilities of each individual and provides a set of interview questions uniquely targeted to the strengths and vulnerabilities of each specific applicant.
- Once on board, our JUDGMENT*compass* Coaching Report supports you in on-boarding your new employees, integrating them into your unique team environment and, as appropriate, provides a path to maximizing their performance potential.

With the increased competition for top talent in today's market and the incredibly high cost of hiring the wrong candidate, our suite of Judgment profiles can not only save you time and money, they help you build stronger teams leading to a higher level of success for you and your organization.

This series of assessments is just one tool in our powerful collection of assessments designed to help organizations of all sized match the strengths of their employees to the right position, not only increasing employee engagement but individual productivity. For a **free consultation and a full debrief** of your complete JUDGMENT*compass* report, contact {associate}.

4/20/2018

Inside This Report

Why is Judgment Important	3
Judgment Essentials	4
Anita’s Judgment Style	5
Judgment Compass	6

The key to personal and social intelligence is the ability to distinguish our perception of what we think from the reality of what is.

The more accurate our mental models of the world and people around us, the better we are able to communicate interact with them.

Pamela Brooks

This unique report is based on Robert S. Hartman’s Value Profile (HVP) derived from the Science of Valuation (AKA Axiology). It mathematically measures your judgment like a ruler as it notes the differentials in your ranking of the two sets of 18 items. The information in this report has been compiled to help you understand your specific strengths and potential growth areas. It will help you understand how you make sense of the world around you and the judgments you make about yourself.

Why is Judgment Important?

We live in an information age that exposes us to more information than humanly possible to process. Our ability to sort through the information is vital to our success and our livelihood. Scientists have noted that socially and personally intelligent people have better judgment, make better decisions, contain their emotions better, and have a greater sense of wellbeing. ***So how good are you?***

Have you ever jumped into something and wished you had thought it through a little more? On the other hand, have you ever thought too long on something and found it difficult to even take action?

We spend around 95% of our time in response mode to our environment without really thinking about what we are doing. That means we think deeply only 5% of our time on how we really want to respond. Why? Because deep thinking, like solving a math problem, takes work and is mentally taxing so our brains avoid it.

In addition, neuroscientists are now able to demonstrate that we all have blind spots in our thinking that we are not consciously aware of. Even articulate and self-aware people have them and they influence the judgments we make about people, how they solve problems, and how they set priorities about work and life. ***So what are the potential biases in your judgment and how do they influence your performance on a regular basis? How can you improve them?***

The only way to improve our judgment is by gaining a new awareness of it. In learning about our potential judgment strengths and biases, we can learn to adjust the judgments that affect our behavior and align our actions to reach greater outcomes. We can also learn to seek additional information from others in different situations so as to reduce our blind spots and make better decisions. You can gain new awareness that can help you improve the relationships you have with others and your performance ability at work and play.

Judgment Essentials

There is a big difference between our judgment (thinking) and our actions (our habitual ways of responding to people and situations). For example, someone may have a great deal of empathy for others, but if they are introverted, this may play out as a person who is very good in one-on-one situations with others, but may be too intimidated to speak publicly or in a team setting. On the other hand, if someone is outgoing, but is low in empathy, they may be the life of the party, but have difficulty building deep relationships.

The study of valuation science specifies that there are **three fundamental dimensions** in our judgment that apply both to the world and how we judge ourselves. The three primary dimensions are: **Intuitive in RED (People/Empathy)**, **Practical in GREEN (Comparative/Task)**, **Conceptual in BLUE (System/Structure)**.

Intuitive/People/Empathy: This dimension is associated with our ability to understand the uniqueness in people, things and situations. Do we have compassion towards them and can we see the distinctiveness in the world around us? If strong in this area, people tend to have good gut instincts about situations and people.

When directed internally, this is an individual's self-awareness or understanding of their own strengths, limits and uniqueness, and how well they accept themselves or find areas in need of improvement.

Practical/Comparative/Task: This dimension is associated with our task and problem solving ability and how quickly we push for results or take time to evaluate alternatives. If strong in this area, people have excellent common sense thinking and make very practical decisions, because they readily see and make the correct comparisons for what is and what needs to change to make things happen. They have a good ability to push for results.

When directed internally, this is an individual's understanding of what they need to do to be successful in the role or roles they see themselves in and how engaged they are with their role (s).

Conceptual/Systems/Structure: This dimension is associated with our ability to organize and prioritize, see the big picture, and relate to authority. If strong in this area people readily see the details and steps needed to reach big picture goals. They tend to have a clear sense of what is right and wrong and do not easily tolerate situations or leaders that do not line up with their way of thinking.

When directed internally this is an individual's understanding and ability to see who and what they will be in the future, to have clear goals, clear direction, and the persistence needed to make their goals a reality.

This report will identify your unique judgment style. Most people are strong in one or two areas of judgment. Knowing the potential biases to these areas indicates a great deal about a person. There are 11 core judgment style combinations, 9 of them come from being strong on one or two dimensions mentioned above and 2 come from being either positively or negatively attentive to all three dimensions. You will read a description of yours on the next page.

Anita Sample's Judgment Style

Director (Meticulous Overseer)

Problem Solving

You are excellent at breaking down problems and following a set sequence of logical steps for the long term solution. You like to take time to create strategic action plans, but may get stubborn about following them even when circumstances may change. You like to work in situations that give you the time to plan and to follow through on the plan. However, your need to do things the "right" way may make it difficult for you when the decision is also time sensitive.

Strengths

- You are very consistent, logical and clear in your communication with others
- You can listen to different points of view, even when they are not your own and provide constructive feedback and organized and logical responses to objections
- You are a big-picture thinker and can see and understand how all the parts fit together
- You are concerned about the consequences of actions
- You can project confidence when communicating with others about topics of interest
- You can become so concerned about saying and doing the right thing that you may overlook issues in a conversation that you perceive have no value

Potential Limitations

- You may see what you expect to see and potentially overlook non-verbal signals or issues that do not fit with your expectations
- You are so clear in your own mind that you expect others to understand your logic and accept your point of view
- You may find it difficult to forgive and forget when people have wronged you in the past

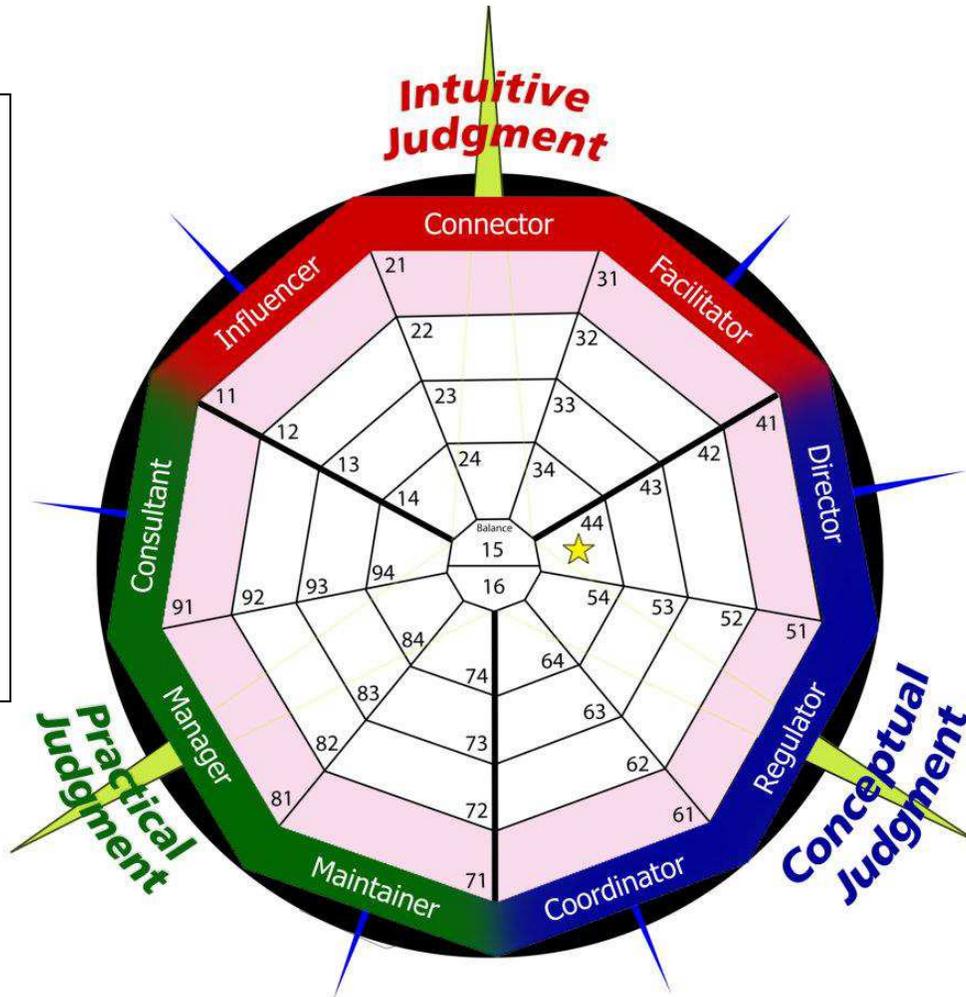
This is just a preview of your Judgment Style. Your full JUDGMENT*compass* Coaching report adds detail about how you perceive the world and yourself while identifying in greater depth your strengths and limitations. This includes a definition of what is measured and what might be getting in your way along with coaching suggestions. Your full report and personal debrief is available from Viatch Global - DEMO Report. Please contact them at michael@viatchglobal.com or give them a call at 520-447-7835 for your free full report debrief and consultation on how our suite of assessments can help you solve challenging personnel opportunities.

The Judgment Compass

A person's People Judgment:

- Intuitive ability to read others and understand and appreciate their unique value
- Ability to be more open or skeptical towards people
- Ability to solve problems when it comes to people.
- Ability to read people well does not always equate to the ability to be open to them in a relationship nor does it always equate to the ability to help resolve personal problems.

NOTE: While you may appear in a box on the compass it does not mean you are limited to only that box. It is possible to access the nearby blocks. However, to jump from one side of the compass to the other would take extreme work and or a life changing moment.



A person's Practical Judgment

- Practical problem solving and comparative ability
- Ability to see, understand, and appreciate the functional and practical worth of material things
- Orientation to things in the present and getting things done to produce short term results
- Ability to not only see what needs to be done, but what they can naturally push to make things happen
- Ability to discern what is important in a complex situation to resolve a problem

A person's Conceptual Judgment

- Conceptual ability to understand how things fit together and how they are ordered or structured.
- Natural orientation to planning and conceptual thinking that leads to long term goals and results
- Ability to read systems well does not always equate to the willingness to follow or implement a system.
- Ability to discern what is important in a complex system that leads to clear strategic thinking and planning to attain objectives

Viatech Disclaimer

There are no warranties, express or implied, regarding our online Screening assessments. You assume full responsibility, and BX3 LTD and Viatech, Inc. (THE GROUP) shall not be liable for, (i) your use and application of The Screening Assessment, (ii) the adequacy, accuracy, interpretation or usefulness of The Screening Assessment, and (iii) the results or information developed from your use or application of The Screening Assessment.

You waive any claim or rights of recourse on account of claims against THE GROUP either in your own right or on account of claims against THE GROUP by third parties. You shall indemnify and hold THE GROUP harmless against any claims, liabilities, demands or suits of third parties.

The foregoing waiver and indemnity shall apply to any claims, rights of recourse, liability, demand or suit for personal injury, property damage, or any other damage, loss or liability, directly or indirectly arising out of, resulting from or in any way connected with The Screening Assessment, or the use, application, adequacy, accuracy, interpretation, usefulness, or management of The Screening Assessment, or the results or information developed from any use or application of The Screening Assessment, and whether based on contract obligation, tort liability (including negligence) or otherwise.

In no event, will THE GROUP be liable for any lost profits or other consequential damages, or for any claim against you by a third party, even if one or more of THE GROUP has been advised of the possibility of such damages.