

## Coaching to Low HVP Scores

***With lower HVP score results (negative scores, under-attentive, etc.), sometimes they find it hard to accept. What is the best way to coach or develop those with lower scores?***

Sometimes, there can be some resistance to the “negative” scoring. If we feel it is “bad”, we may be resistant to the score or what it might mean about our critical thinking and decision making.

Keep it less focused on the negative - so rather than it’s “bad” to be in Visible or Transition clarity, or Cautious or Inattentive attention, the conversation is about the risks/implications associated with that particular thinking style. Remember, the report is telling us how we define the **best** decision.

Our mind looks at the decision through **6 different perspectives** (3 world, 3 self):

- **Empathy** – how my decisions impact others
- **Practical Thinking** – how my decisions impact results
- **Systems Judgment** – how my decision is impacted by rules & structure
- **Self-esteem** – how my decisions impact me
- **Role Awareness** – how my decisions impact my role(s)
- **Self-direction** – how my decisions impact my future

**Clarity** is understanding of that particular perspective–

- Visible means some things are seen, some are not which may be subject to errors in judgment because we don’t see them.
- Transition means that we have questions or may experience confusion of the impact in that area, so we don’t fully comprehend or understand... YET.

**Attention** is importance that you apply to your clarity of that particular perspective –

- Cautious means we don’t rely on that area as important when we make decisions (we may also be slightly biased AWAY from it)
- Inattentive means there is little or no importance placed on that area for us.

***None of these are BAD, but they do have influence on what I see, and how important I feel it is.***

To coach and develop, try this discussion as an approach:

- **Empathy** – let’s examine how concern for others influences your decisions
- **Practical Thinking** – let’s examine how different choices you could make impact the results
- **Systems Judgment** – let’s examine how the rules, structure, policy influence your decisions
- **Self-esteem** – let’s examine how your self-esteem will be impacted by your expected results
- **Role Awareness** – let’s examine how your current role is impacted by your expected results
- **Self-direction** – let’s examine how your expected results align with your view of how things ought to be