



Hartman Value Profile

HVP Report Debrief Guide

Training Guide
Version 3



ASSESSMENTS 24x7

A Global Leader in Online Assessments

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Getting Started

The Hartman Value Profile (HVP) measures a person's capacity to make value judgments about the world and one's self. By improving one's judgment ability, individuals can strengthen their decision-making skills, leading to stronger actions and ultimately, success in quality results.

Your goal is to help your client recognize, understand, and leverage their inherent strengths in their personal and professional life while managing their risks. With HVP, you can support your clients' understanding of their own thinking styles and how those affect them.

Prior to Debrief

- Review the HVP Report and organize your thoughts.
- Consider what insights to draw special attention to as you work through the report, tying assessment results to client's life to provide coaching opportunities.
- Have a copy of the report for you and the client.
- Encourage the client to take notes.
- Offer opportunity for follow up, if applicable.

***NOTE: A debrief is most effective when the individual already has established goals and you can highlight how his/her report content can help or hinder his/her progress. However, this may be unknown to you at this point; therefore, use this debrief as an opportunity to find out what is important to the respondent to ensure time is well spent.**

Introduction

The Hartman Value Profile Assessment and Report make it easy to identify and understand our own thinking style to increase self-awareness. The Hartman Value Profile (HVP) measures a person's capacity to make value judgments about the world and one's self.

Better Judgment means better decisions. Decisions always precede action. Actions should be focused on using our strengths and minimizing limitations, and our results will be dependent on the critical thinking and decision making skills we harness and apply to a situation.

Note:

- Over or under biases in judgment can lead to riskier decisions
- Weakness in judgment leaves a risk for making poor decisions which lead to poor performance
- When we understand potential limitations and blind spots, we can account for them to make better decisions consciously

There are many benefits of learning about the Hartman Value Profile.

- Understanding our ability to process information and our preferences for thinking can enlighten us regarding our strengths and potential blocks to success.
- Thinking and mental processing, like musical talent or sports talent, can be learned and improved.
- The report reveals any situational bias we may have in the area of people, tasks and/or systems so we can examine our balance of our own thinking styles.
- Through increased awareness of how we think, we can explore the effectiveness of our thinking styles, and evaluate areas of opportunity for increasing our decision making skill.

We should try to be as clear as possible about the differences between values (what we value) and evaluations (how we value).

We will be looking through each page of the report together and I encourage your questions and thoughts throughout.

Thinking Science: WHAT IS HVP?

Review Page 3

The Hartman Value Profile (HVP) assessment is not a psychological, intelligence, or aptitude test. Unlike many self-report assessments, this assessment objectively captures your thinking pattern.

This thinking style report documents your brain's natural selection process when making decisions. The HVP measures objectively how we uniquely evaluate and define good, and how we apply those definitions when faced with problems, challenges, and opportunities. Understanding the ability to process information is directly linked to capitalizing our strengths and awareness of potential blocks to performance.

Thinking and mental processing ability, like musical talent or sports talent, can be learned and improved. Some talents can be great assets in some situations, but can become a hindrance in other situations.

Thinking Style Dimensions

Review Page 4

The three core thinking dimensions of People, Task, and Systems are exhibited as follows:

- **People (Intuitive Thinking)** is measured by assessing **Empathy** and **Self Esteem**
- **Task (Practical Thinking)** is measured by assessing **Practical Judgment** and **Role Awareness**
- **Systems (Conceptual Thinking)** is measured using **Systems Judgment** and **Self Direction**

The table below provides a definition for each of these dimensions.

THINKING STYLE DIMENSIONS		
Core Dimensions	World Dimensions	Self Dimensions
PEOPLE Intuitive Thinking	Empathy Ability to see, understand, appreciate, and value others. Ability to relate easily to and make intuitive judgments about others.	Self Esteem Ability to see, understand, appreciate, and accept one's worth as a unique individual.
TASKS Practical Thinking	Practical Judgment Ability to see, understand, appreciate the practical, functional worth of material things. Ability to execute tasks and operational activities to attain short-term results.	Role Awareness Ability to see and understand one's functional worth, one's social or job role, and one's place in the world.
SYSTEMS Conceptual Thinking	System Judgment Ability to see, understand, and appreciate the need for systems, order, structure and standards. Aptitude for conceptual, strategic thinking and planning to attain long-term results, big picture thinking.	Self Direction/Future View Ability to see and understand one's sense of mission and commitment to inner ideas. Ability to be perceptive about self concept and purpose.

Thinking Clarity and Attention

The HVP measures your thinking style in terms of Clarity and Attention. For the following pages, you will see scores in clarity and attention for the World Thinking dimensions and the Self Thinking dimensions. Let's review what each of these scores means.

Review page 5

Clarity = Understanding

Clarity explains how we see and understand each aspect. The clearer we are, the better we can see all aspects of the dimension. Our goal here is to be aware of how clear we are, so we can understand the impact our clarity has on our decision making.

- 1. Crystal Clear** – Excellent understanding of the capacity.
- 2. Clear Clarity** - Good understanding.
- 3. Visible Clarity** – Some aspects ARE visible and some aspects are invisible – subject to errors in judgment.
- 4. Transition Clarity** – Poor understanding with questions and confusion.
- 5. Unconventional Clear Clarity** – Good understanding that has a creative “out of the box” perspective. *Pay special attention to that the Unconventional clarity score only applies to the World Dimension.*

Clarity

Clarity is a measure of your natural ability to see and understand each value dimension. The greater your clarity the more accuracy and precision you have in the judgments that are made in that dimension. Each level of clarity has its own strengths and limitations.

- **Crystal Clear:** The ability to be very insightful, to distinguish differences both good and bad, and to be sensitive to all aspects of the dimension.
- **Clear:** The ability to be in touch with key aspects of the dimension but to overlook some aspects due to allowing some information in and filtering other information out.
- **Visible:** The ability to be in touch with and distinguish some specific aspects of a dimension clearly but overlook or not see other aspects due to selective filtering.
- **Transition:** Indicates the value dimension in question is likely to result in inaccurate or inconsistent decision making leading to mistakes in judgment.
- **Unconventional (World Dimension Only):** The classification of unconventional represents ‘out-of-the-box’ thinking or mindset. It indicates your natural ability to see things and respond to them in ways which others overlook because you think differently than others

Attention (bias) = Importance

Attention explains our ability to pay attention to specific elements. Sometimes we are not attentive at all, or don't see the importance in a particular dimension. Sometimes we are very attentive or over attentive, placing a great deal of importance on a dimension. Again, our goal here is to be aware of how attentive we are, so we can understand the impact our attention has on our decision making.

Over-Attentive = Likely pay too much attention to, will be considered VERY important

- also known as **Double Positive** (++)

Attentive = Considered important without losing balanced perspective

- also known as **Single Positive** (+)

Cautious = May not rely upon this view as a strength when making decisions

- also known as **Single Negative** (-)

Inattentive = Little importance

- also known as **Double Negative** (--)

Keep in mind, good clarity may reduce some of the effects of inattentiveness; if we are clear or crystal clear, we may be discerning about where we place our attention, knowingly and deliberately doing so (and that can limit some of the risks associated).

Attention

Attention is a measure of your natural ability to attend to, or pay attention to, specific information to make a decision. Like clarity, attentiveness or inattentiveness can be a strength or a limitation depending on the demands of the environment and degree of balance with the other dimensions.

- **Over Attentive:** Having a bias toward the dimension and a tendency to place a great deal of importance on the dimension.
- **Attentive:** Having a balanced and generally positive view of the dimension and the ability to pay attention to the dimension without losing perspective of other dimensions.
- **Cautious:** Exhibiting caution and skepticism regarding the dimension. Tending not to focus or rely too much on the dimension to make decisions.
- **Inattentive:** Filtering out the dimension or not seeing the importance of it. Tending to be critical and undervalue the dimension. (Note: good clarity may reduce some effects of inattentiveness.)

Lastly, remember that clarity and attention scores have both strengths and limitations associated with them.

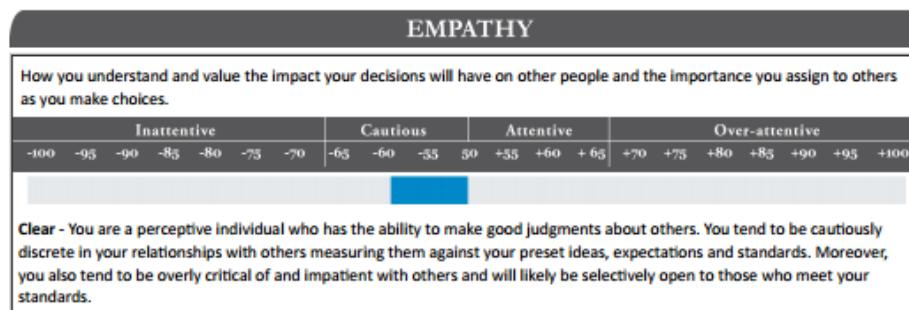
For example:

- A person who has crystal clear empathy but is over-attentive may be very aware of how actions and decisions impact others, but may be overly concerned with making hard decisions that others may not like.
- A person who is clear in self-direction, but inattentive, may wait until the direction is clear to move forward, but may also doubt their sense of purpose and be in a holding pattern.

World Thinking Style

Review pages 6

- There is an individual measurement for People, Task and Systems for both World and Self.
- Each page has the definitions restated at the top, and an alternative perspective located above the bar.
- Note that the direction of the bar indicates the attention level.
- Note that the statements under the bar indicate your clarity score, and your individual strengths and limitations regarding that particular dimensions.



Go through each of the three World Dimensions, one by one, discussing the clarity score and the attention score. At the end of each area, ask if that information is correct for them, and ask for an example of how they see that played out in their world.

After each shared example, tie their example to what would be possible if they were more clear or more attentive in that dimension.

Below is an example only – be sure to match the feedback to their situation/needs:

For example: If you had better clarity or attention in:

- **Empathy**– you may recognize the impact of your actions on others before you make decisions
- **Practical Judgment**– you may focus more on the results and be more flexible with how they are reached
- **System Judgment**- you could bring new awareness to the process or guidelines for greater effectiveness

Note with them where they put their greatest level of attention and where they are highest in their clarity. Talk briefly about what those dimensions represent for their ability to be successful and the impact they have.

- *What do the scores represent about your thinking in understanding and importance?*
- *What are some potential risks based on your thinking styles? What might you be missing?*

Self Thinking Style

Review pages 7

Then do the same for the **Self Dimensions**.

Go through each of the three Self Dimensions, one by one, discussing the clarity score and the attention score. At the end of each area, ask if that information is correct for them, and ask for an example of how they see that played out in their world.

After each shared example, tie their example to what would be possible if they were more clear or more attentive in that dimension.

Below is an example only – be sure to match the feedback to their situation/needs:

For example: If you had better clarity or attention in:

- **Self Esteem** – you may recognize your self value
- **Role Awareness** – you may have a clearer picture of your current contributions
- **Self-Direction** - you may have a greater perspective of what's possible and how to attain it

Talk briefly about what each of these dimensions represent for the ability to be successful and the impact of each.

- **Self Esteem** impacts our confidence and our courage. It influences how we interact with the world around us through Empathy, Practical and Systems Judgment. Our reflection of ourselves can either support us or stand in our way as we interact with the world around us. What are some ways your self-esteem may be affecting you?
- **Role Awareness** influences how we find our place in the world and understand our contribution. If this is not clear and attended to appropriately, there can be dissatisfaction and confusion. How do you understand and value your current roles and relationships?
- **Self-Direction** shows how you value your future and how it ought to be. If this is not strong, you may have ideas for the future but not know how to get there OR you may not know where you are headed. As Stephen Covey said, we need to begin with the end in mind and know which way our path goes. Are you stuck here?
- What are some potential risks based on your Self Thinking style? What might be standing in your way of success?

Remember our self-thinking style impacts our world thinking style. Be mindful of your internal voice, your contributions and your plans as you continue to learn about and apply this information.

Thinking Style Overview

Review page 8

The Thinking Style Overview pages gives some descriptive information, specific to your individual scores in Problem Solving, Strengths, Areas for Development, and Suggestions for Improvement.

Using this page, identify the problem solving skills and strengths that support this individual's success. Ask for concrete examples of how these skills and strengths have been beneficial to themselves or others.

Then, identify one or two areas to focus on from Areas of Development and see if any of the Suggestions for Improvement align with those areas of focus.

Area of Development	
Suggestions for Improvement	
Action Plan (what by when)	

Communicating Your Thinking Styles

Review page 8

Many times, we can experience significant challenges in communicating effectively with others if they don't think the same way we do.

These strengths and limitations are presented by category, in order of most impactful or influential. Using the strengths and limitations information, outline the ways in which you can be sure you are communicating as effectively as possible with others.

- *How can you use your strengths more?*
- *How can you manage your limitations to prevent them from causing miscommunication or misunderstanding?*

Prioritized Strengths

Review page 10

Note the model at the bottom of the page. Our decisions precede actions, which impact our results. That's why our thinking is so important.

This page contains descriptions of your greatest strengths based on your thinking style pattern, with your greatest strength listed first.

- **If our decisions influence our actions which impact our results, how can you use your strengths to be as effective as possible?**
- **Which strengths are your greatest assets to effectiveness?**
- **Which strengths support you in continued growth and development?**
- **How can you continue to grow your strengths to reach your maximum potential?**

Prioritized Development

Review page 11

This page contains descriptions of your potential limitations based on your thinking style pattern, with your most significant limitation listed first. Don't work on them all at once. Explore which area may be most important and relevant right now.

- **If our decisions influence our actions which impact our results, how can you manage these limitations to be as effective as possible?**
- **Which potential limitations are your greatest blocks to effectiveness?**
- **How can these limitations prevent you from reaching your maximum potential?**
- **Which area should you focus on right now for continued growth and development?**

Action Plan

Review page 12

With coach support, or individually, complete page 12 based on what you have learned from your report. Be aware of your level of clarity and attention in each of the World and Self dimensions as you complete the worksheet (they can influence how you process what you reviewed). Be sure that you are being as objective as possible, and looking at multiple perspectives as you complete each question. Once you've completed the worksheet, consider when you will begin your Action Plan by setting specific, measurable goals.