



Hartman Value Profile

HVP Report Debrief Guide

Training Guide: Non-Certified
Version 4



ASSESSMENTS 24x7

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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:

- Biases in judgment (whether positive or negative – over or under) can lead to riskier decisions
- Weakness in judgment leaves a potential 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 and intentionally

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 with time and energy.
- The report reveals any situational bias we may have in the area of people, tasks and/or systems so we can examine the balance of our own thinking styles.
- Through increased awareness of how we think and process, we can explore the effectiveness of our thinking styles, and evaluate areas of opportunity for increasing the effectiveness of our decision-making skills.

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/Future View**

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.

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.

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).

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

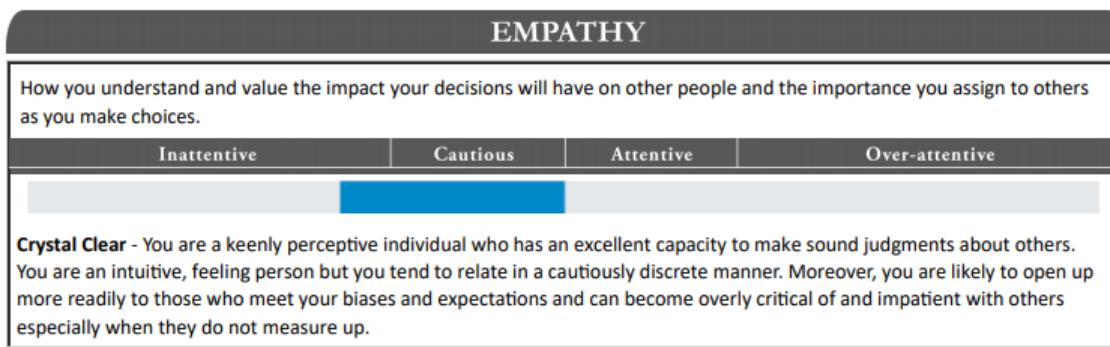
For example:

- 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.

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 score, one by one, discussing the clarity score and the attention score and the combination statement set. At the end of each, 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 clearer or more attentive in that dimension. Remember to note both positive and negative aspects of their scores.

Self Thinking Style

Review pages 7

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

Go through each of the three Self Dimensions, one by one, discussing the clarity score and the attention score and the statement. At the end of each, 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 clearer or more attentive in that dimension. Note both positive and negative aspects of their scores.

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 and goals. Ask for concrete examples of how these skills and strengths have been beneficial to themselves or others.

Communicating Your Thinking Styles

Review page 9

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. You may have up to 3 sections for strengths and limitations, though some people do not have strengths or limitations in all 3.

Strength & Development Summary

Review page 10

Review the checklist of the strengths and development areas. Note that Primary Development areas are a higher priority to focus on than secondary development areas. Pay particular attention to the categories where you have grouped checkmarks -both in strengths and development.

Development checkmarks indicate potential risks in our thinking because it is unbalanced. An area of development doesn't always mean that something is *missing or not happening*; it could also mean there is an over-attentive score and that area is leveraged *too much*.

Prioritized Strengths

Review page 11

This page contains descriptions of your greatest strengths based on your thinking style pattern, with your greatest strength listed first. Each will provide a specific statement set associated with your particular strengths and how that strength plays out for you.

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.

Prioritized Development

Review page 12

This page contains descriptions of your potential limitations based on your thinking style pattern, with your most significant limitation listed first. Each will provide a specific statement set associated with your particular development and how that will likely play out for you.

We do not suggest you work on them all at once. Instead, explore which area may be most important and relevant right now and focus on one or two at a time to gain some new levels of understanding and mastery of skills in that area.

Action Plan

Review page 13

With coach support, or individually, complete page 13 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.