



HVP Workshop: 2 Hour

Facilitator Training Guide

Version 3.17



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Table of Contents

Workshop Setup	2
Agenda	3
Introductions.....	4
Thinking Science.....	5
HVP Measures	6
Benefits of HVP & Important Notes	7
External and Internal Processing.....	8
Thinking Style Dimensions	9
Clarity.....	10-11
Attention	12-13
Report Debrief Transition	14

HVP Workshop

You will need the following educational resources for the workshop, which include the following:

Materials	Equipment
<ul style="list-style-type: none">▪ Facilitator Guide▪ PowerPoint® Slideshow▪ Participant HVP Assessment Reports	<ul style="list-style-type: none">▪ Computer▪ Projector and screen

Agenda

Introductions	4 minutes
Thinking Science	3 minutes
HVP Measures	6 minutes
Benefits of HVP/Important Notes	7 minutes
External/Internal Processing	5 minutes
Thinking Style Dimensions	15 minutes
Clarity	15 minutes
Attention	15 minutes
Report Debrief	45 minutes
Wrap Up	5 minutes

Total Training Time

2 hours

POWERPOINT REFERENCES



Hartman Value Profile

An Evaluation of Thinking Styles



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Slide 1: Introduction

Introduction

FACILITATOR INSTRUCTIONS



Introductions

SAY:

Welcome to the Hartman Value Profile
Workshop! My name is _____.



FACILITATOR NOTE: Insert your personal introduction here and any additional introductory information. Be sure to share your name and contact information and encourage them to write it down.

Today is all about exploring our thinking styles. The purpose of this course is to help you understand your unique biases and perspective that influence your focus and critical thinking. Our hope is that you will use what we learn today to increase your judgment skills, but understanding why you think the way you do, and when it is or isn't effective.

Let's take a few minutes to introduce ourselves to one another.

Please share your name and what you are hoping to take away from this session.

POWERPOINT REFERENCES

Thinking Science

Dr. Robert S. Hartman

- The ability to measure judgment was developed by Robert S. Hartman in the late 1950's.
- Dr Hartman earned a Nobel Nomination in 1973 for his research that discovered a universal mechanism by all rational human beings used to formulate decisions.
- Through this discovery, Dr. Hartman was able to calculate and measure with incredible accuracy and mathematical precision that mechanism.

Wayne Carpenter

- 35 years of non-stop validation, application and translation furthered Dr. Hartman's work
- First computerized analysis using the terms "Empathy", "Practical Thinking", "Systems Judgment", "Self Esteem", "Role Awareness", and "Self Direction"
- Brought utilization of Clarity, Attention and Balance for analyzing and teaching axiological interpretations



Slide 2: Thinking Science

FACILITATOR INSTRUCTIONS

Thinking Science

SAY:



The Hartman Value Profile was created by Dr. Robert S Hartman, and further developed by many other practitioners. One of the key contributors that lent his talent and work to our version of the assessment is Wayne Carpenter.

Review the slide

ASK:



How many of you have heard of terms like "empathy, practical thinking, systems judgment, self-esteem, role awareness and self-direction"?

SAY:



Most of us have some understanding of the dimension that are measured in the HVP. We experience empathy, practical thinking, and systems judgment in some form all the time. We are usually aware (even in a minor way) of our self-esteem, or roles, and where we are headed or hope to be headed in the future.

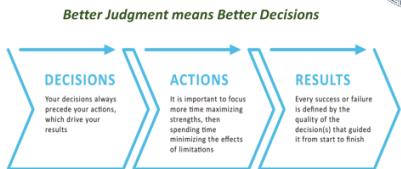
The thing that is particularly interesting about the HVP is that it calculates for us a very objective score in these 6 areas which for many of us may seem quite subjective. It is built on the premise that every concept has value:

- The value of its uniqueness
- The value of its function or role
- The value of its meaning or purpose

These values are not the same as evaluation, so it is important to note the differences. Values are WHAT we value, evaluation is HOW we value.

POWERPOINT REFERENCES

The Hartman Value Profile (HVP) measures a person's capacity to make value judgments about the world and one's self.



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Slide 3: The HVP

FACILITATOR INSTRUCTIONS

HVP Measures



SAY:

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 or how we uniquely evaluate and define good and how we apply those definitions when faced with problems, challenges or opportunities.

The HVP gives insight into our decision-making patterns. While these tend to stay stable over our lifetime, they are made up of how we balance our unique perspectives of people, tasks (results) and systems (rules).

Better Judgment means better decisions. Decisions always precede actions. 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

POWERPOINT REFERENCES

Hartman Value Profile

- The assessment report captures an individual's preference to specific world and self thinking dimensions through clarity and attention measures.
- Thinking and mental processing ability, like musical talent or sports talent, can be learned and improved.
- Your overall thinking style is a result of the blend of your world and self thinking processes.



Slide 4: Benefits

FACILITATOR INSTRUCTIONS

Benefits of HVP

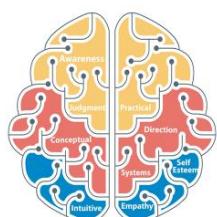
Say:

There are many benefits of understanding the HVP.



- 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 areas 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.

Important Notes



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HVP IS NOT:

- a traditional self-assessment
- a 360° assessment
- a skills/aptitude test
- an IQ test
- a behavioral assessment

HVP IS:

- a forced ranking assessment that objectively examines your thinking ability

Let's look at what the HVP is and is not.

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. Understanding the ability to process information is directly linked to strengths and potential blocks to performance.

Slide 5: The HVP is and is not

POWERPOINT REFERENCES

External and Internal Processing

Our Judgment is comprised of both External (world) and Internal (self) processing of **three core thinking dimensions** – People, Task, and Systems:



- **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**

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Slide 6: External and Internal processing

FACILITATOR INSTRUCTIONS

External and Internal Processing

Say:



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

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



Ask:

Why would it be important to understand our External (world) and Internal (Self) processing?

Possible answers:

- *How we think about the world influences our perspectives and understanding.*
- *How we think about ourselves can impact our desire to interact with the world and shape our experiences, either positively or negatively.*
- *How we process can either support or limit our experiences, depending on what we pay attention to and how clearly we understand different things.*

POWERPOINT REFERENCES

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 purpose and value 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	Systems 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.

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Slide 7: Thinking Style Dimensions

FACILITATOR INSTRUCTIONS

Thinking Style Dimensions

Say:



There are 3 World dimensions:

Empathy: How you understand and value the impact your decisions will have on other people and the importance you assign to others as you make choices.

Practical Judgment: How you understand and value results oriented, comparative choices and the importance you assign to results as you make decisions.

Systems Judgment: How you understand and value structure and rules and the importance you assign to the rules as you make choices.

There are 3 Self dimensions:

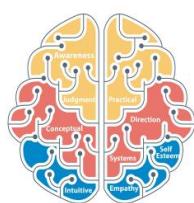
Self-Esteem: How you currently understand and value yourself.

Role Awareness: How you understand and value your current role(s) in life.

Self-Direction/Future View: How you understand and value your future and the importance you place on your view for how that future ought to be.

POWERPOINT REFERENCES

Clarity



Clarity:
A measure of your natural ability to see and understand. The greater your clarity the more accuracy and precision you have in the judgments that are made in that dimension.

- Crystal Clear
- Clear
- Visible
- Transition
- Unconventional (World Dimension Only)

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Slide 8: Clarity

FACILITATOR INSTRUCTIONS

Clarity

Say:

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. There are 5 measures of clarity:

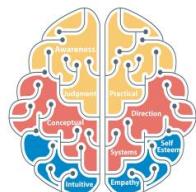


Facilitator Note: Explain each clarity level.

- **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

POWERPOINT REFERENCES

Clarity



Clarity:
a measure of your natural ability to see and understand. The greater your clarity the more accuracy and precision you have in the judgments that are made in that dimension.

- Crystal Clear
- Clear
- Visible
- Transition
- Unconventional (World Dimension Only)

Slide 8: Clarity

FACILITATOR INSTRUCTIONS

Clarity continued



Ask:

What are some of the considerations for different levels of clarity? For example, what risks come with a lower level of clarity? What are the benefits of greater clarity?



Say:

Clarity is a key measurement in the HVP because it reveals how clearly you understand how the decision or solution impacts the dimensions (People, Tasks, Systems) in the world and self dimensions.

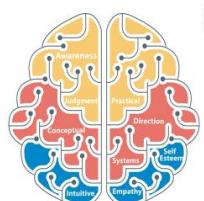
It is important to note:

In the External/World view, if someone has 1 or more areas in Visible clarity, it's something to pay attention to and an area of caution. It means **"I don't understand something very well, some things are invisible to me, or things don't occur to me in this area"** which can be a risk to consider.

It's also important to measure the risk against the relevancy of the situation. For example, if I work in my home office and don't interact with others very frequently, the risk may be irrelevant or diminished because I don't interact with others much.

POWERPOINT REFERENCES

Attention



Attention:
a measure of your natural ability to attend to, or pay attention to, specific information to make a decision.

- Over Attentive
- Attentive
- Cautious
- Inattentive

Slide 9: Attention

FACILITATOR INSTRUCTIONS

Attention

Say:



Attention is a measure of your natural ability to filter data and 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.

This area is also known as bias, because it reveals how much importance we place on the dimension (People, Task, Systems)

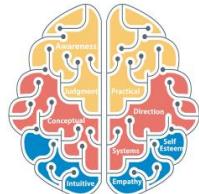
There are 4 measures of attention:

Facilitator Note: Explain each attention level.

- **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 on the dimension to make decisions.
- **Inattentive:** Filtering out the dimension, not seeing the importance of it. Tending to be skeptical or critical and undervalue the dimension. (Note: good clarity may reduce some effects of inattentiveness)

POWERPOINT REFERENCES

Attention



Attention:
a measure of your natural ability to attend to, or pay attention to, specific information to make a decision.

- Over Attentive
- Attentive
- Cautious
- Inattentive

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Slide 9: Attention

FACILITATOR INSTRUCTIONS

Attention continued



Ask:

What are some of the considerations for different levels of attentiveness? For example, what risks come with being Over Attentive, Cautious or Inattentive?

Say:

Any combination of Clarity and Attention can happen together.

The **SWEET spot is Crystal Clear and Attentive Bias** when you understand very clearly the impact, and also place balanced attention in that area.

POWERPOINT REFERENCES

HVP Report Debrief

- Thinking Science
- Thinking Style Dimensions
- Clarity and Attention
- World Thinking Style Scores
- Self Thinking Style Scores
- Overview Summary of Style
- Communicating
- Strengths/Development
- Action Plan



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Slide 10: HVP Report Debrief

FACILITATOR INSTRUCTIONS

Report Debrief



Say:

Let's review together the HVP report to see how your individual thinking style influences your critical thinking and decision-making.

We'll discuss each section of the report:

- **Thinking Science**
- **Thinking Style Dimensions**
- **Clarity and Attention**
- **World Thinking Style Scores**
- **Self Thinking Style Scores**
- **Overview Summary of Style**
- **Communicating**
- **Strengths/Development**
- **Action Plan**

Facilitator Note: Refer to the HVP Debrief guide for additional support in debriefing the report. Once completed, remind learners of contact information and thank them for attending.



Say:

Studies show that if we do not revisit new material we learn within 72 hours, our chances of never looking at it again or implementing it go down drastically. I challenge you to take some time over the next several days to review the activities and materials, and meet with your manager to share your information as well as build an application plan.

If there is anything I can do to assist you further, please contact me. Thank you for your attention and participation today.