

WHAT IS THE WVA?

The Work Values & Attitude (WVA) assessment is designed for employers to use for employee screening, selection and development. The results provide a preview into a person's work values, communication style, interpersonal style, and overall workstyle and attitude.

The **WVA** reports offer insight that helps organizations decrease negative outcomes such as employee absenteeism, turnover, theft, fraud and violence, AND increase positive outcomes such as teamwork, employee engagement, productivity, customer satisfaction, profitability, and more.

THE WVA IS DESIGNED TO ASSESS THE FOLLOWING ROLES

- Management Level or below
- Corporate roles
- Industrial roles

WHY ARE MORE EMPLOYERS USING WVA?

The **WVA** helps employers and managers understand how people will “fit” to roles and corporate values and attitudes by providing a preview of an individual's natural workstyle and default settings. The reports provide insights that lead to increases in positive outcomes such as retention, productivity and engagement, and decreases in negative outcomes such as turnover, management challenges, and poor organizational and culture fit.

YOU CAN USE THE WVA:

- To identify and develop world-class talent for all levels of the organization
- To identify people who “live and breathe” the organization's values and culture
- To reduce turnover rates and administrative costs associated with hiring wrong fit employees
- To improve interview and onboarding processes
- To manage role changes, promotions and organizational change
- To reduce management challenges, employer-employee work dissatisfaction, and negative workplace morale
- To increase retention rates, productivity and employee engagement
- To reduce absenteeism, turnover, lost expertise, lost training resources and customer dissatisfaction

WHAT IS MEASURED

The **WVA** measures job-relevant characteristics which predict on-the-job behaviors. The results contain data on each person's strengths and risks and helps predict behavior in these key areas:

- Integrity
- Responsibility
- Coachability
- Positive Attitude
- Aggression Control
- Open Communication

HOW IT WORKS

The assessment can be taken online anywhere participants have internet access (eg. at home, at work, on client premises) on either a computer or mobile device via a web browser.

The assessment takes approximately 10 to 15 minutes to complete but there is no time limit. Participants are instructed to answer assessment questions by following their first impression rather than thinking too much about how to answer. There are no right or wrong answers, and there is no "pass" or "fail." It's all about understanding people better.

Responses are automatically processed by **TalentClick** and a PDF report is generated then emailed to specified parties within 1 hour of survey completion. Reports can also be accessed by logging into our **TalentClick** assessment portal, using your own unique username and password.

The assessment is available in multiple languages: English, French, Spanish, Portuguese, Ukrainian, Russian, Polish, Chinese, Punjabi, Tagalog, and more currently in development.

The **WVA** construct validity was established through factor analysis and inter-scale correlations. The **WVA** validity has been established through research we have conducted with client organizations where we correlate actual performance rating for employees and their **WVA** assessment results.

Standards specified in the EEOC's Uniform Guidelines on Employee Selection Procedures were followed in developing the **WVA** to establish its validity and reliability to exceed acceptable levels.

The **WVA** is subject to an ongoing program of research to identify the relationship of its dimensions to important outcome measures, to continue to refine item and scale content, refine the normative database and demonstrate predictive validity.