

PRECISE INSIGHT INTO PEOPLE



Tackle Complex Challenges Using Cognitive Assessments

- Gain Pre-hire insights. Find the right candidate.
- Conduct cultural assessments to strengthen organizations.
- Develop new leaders. Find your “change agents.”
- Plan ahead. Build a strong succession plan.
- Ask tough questions. What values influence your business partners?
- Assess credibility. Verify... before you trust.
- Quantify key markers that lead to poor performance.
- Identify potential insider threats.
- Select decisive operators for dangerous assignments.



Vizeon assesses a person's value system and how those values impact their judgment, decision making, and their approaches to work and care for self.

Values are the foundation of good judgment. Judgment drives decision making. Decisions lead to outcomes and behavior. Thus, all behaviors and outcomes in life track back to what we value, and why.

Vizeon gives each user an eye-opening look into the heart and comprehensive insights into that person's value structure. Every behavior, whether an accomplishment or a response to a failure, tracks back to our

decision making and judgment... which are grounded in our values.

The heart of a person predicts his or her behavior. We can measure the capacity for good judgment and positive behavior with the Vizeon tool.

“Engaged” employees are 125% more productive than a “satisfied” workforce. Our EEOC-compliant human capital tools assess new hire candidates for spirit, drive, determination, resilience, judgment capacity, and work ethic.

Hire for “heart”, not just for skill.

Develop Future Leaders

The succession of the future leaders in the Immigration and Customs Enforcement (ICE) organization had historically been based only on performance history and selection board results. The critical requirement for good judgment and keen decision making led ICE executives to augment selection for Senior Executive Service (SES) using the ICE Executive Index for cognitive assessments. Thousands of senior civil servants complete their annual Vizeon review, leading to recommendations for the selection of 40 high performing executives every year.

Identify At Risk Employees

Vizeon algorithms have been adapted to identify potential at-risk behavior in the workplace. The assessment has been tuned to identify potential cybersecurity insider threats in Federal organizations. Other variants of Vizeon can detect significant at-risk indicators of suicidal thoughts and behaviors. Using assessment data from 64,000 high school and college students, Vizeon identified 99.95% of the 12,500 students diagnosed with mental health issues or documented suicidal behavior.



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Our tool is grounded in the science of axiology, the philosophical study of human values. The algorithms are based on the Hartman Value Profile (HVP) developed and refined by Dr. Robert Hartman. Our online tool asks the assessment candidate to rank order two lists of 18 items, ranging from what the person values (or agrees with) most to what is valued (or agreed with) the least. This rank ordering of relative value, accomplished in about 15 minutes, produces insights into 47 different personal attributes from which we



develop dozens of tailored templates for any specific analysis task. There are more than 12 quadrillion combinations of ranking solutions, creating a reliable and valid tool.

A nationally known contractor for big-box retailers and retail malls evaluated their top 35 leaders with the Hartman Value Profile to gain insight into their group decision-making process. Of the 35 leaders present at their national meeting, 28 were represented by two very similar decision-making styles. Only 7 of the participants differed in their decision-making perspective. As a result, the leadership recognized the perils of their situation and took steps to diversify their upper management to include individuals with different approaches to decision making.