

Workforce Development

Behavioral Assessment

The assessment predicts workplace behaviors, approaches to decision-making, flexibility under various conditions, and other important aspects of behavior. It offers valid insight on how people are aligned with business objectives. The Assessment uses the Activity Vector Analysis (AVA) which is a cross-industry, work-related suite of tools widely recognized for its accuracy, validity, simplicity, and utility.

How can you use Behavioral Assessments?

Selection: hires, promotions, transfers, and terminations

Development: coaching and counseling, designing training programs, and career pathing

Motivation: tailored management approaches to address individual needs

Organizational alignment: team building, executive coaching and succession planning

Retention: outplacement coaching and counseling, interpersonal dynamics

How is the AVA Behavioral Assessment Different?

Job related. AVA was developed specifically for the needs of the workplace. It assesses workplace behaviors, job activities, and the fit between them. The Job Activity Rating identifies strong candidates for success and provides managers with a meaningful framework for improving performance and productivity.

Dynamic. AVA reveals how individuals will act in a variety of situations: person to person, person to job, job to job.

Comprehensive. AVA's format provides insights into the full range of predictable behaviors, including the extent of a person's behavioral tendencies, his or her commitment to a behavior style, his or her flexibility in the face of situational challenges, and the relationship of behavioral tendencies to one another.

Highly accurate and reliable. Ongoing research and development assure that AVA results are valid across a wide range of industries, job descriptions, and employment levels.



individual behavior. **organizational success.**



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Do your
organizational
pieces fit
together?

Put the right
people in
place for
success.

To set up your Behavioral
Assessment contact your
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