



## GENERAL INFORMATION

### OBJECTIVE

Provide an instant overview of the main values of the person being assessed.

### CONTEXT

Selection or preselection  
Organizational development  
Career management

### TARGET CLIENTELE

18 years and older, all work environments

### FORMAT

2 sections: ranking of 17 values, choice on 40 pairs of statements

### DURATION

45 to 55 minutes (untimed)

### COST

45 \$

### LANGUAGES AVAILABLE

French  
English

## TVO TEST - ORGANIZATIONAL VALUES TEST

The TVO is a psychometric test that provides insight into the degree of importance an individual (or group) places on a set of 34 organizational values. The online test also allows for the identification of the main shared corporate values, and then match them with those advocated by the person being assessed.

## DIMENSIONS ASSESSED IN THE TVO

- ▶ Fundamental beliefs
- ▶ Concerns regarding employees
- ▶ Human qualities
- ▶ Concern regarding clients
- ▶ Excellence of the organizational processes
- ▶ Conformity
- ▶ Result orientation
- ▶ External impacts
- ▶ Relations with authority
- ▶ Uncertainty management
- ▶ Social relations
- ▶ Interpersonal communications
- ▶ Agreement management
- ▶ Expression of emotions
- ▶ Time notion

## ADVANTAGES

- ▶ Complete autonomy on Interpreto's user-friendly platform for test administration and report management.
- ▶ Report generated instantly, as soon as the candidate completes the test.
- ▶ Possibility of administering to individuals, work groups or entire organizations in order to obtain a picture of the values advocated by the group and establish the potential fit with the individual.

## PSYCHOMETRIC QUALITIES

- ▶ Standards: The TVO was validated with a sample of 121 Canadian individuals from various economic sectors (commercial, financial, manufacturing, public, parapublic, etc.).
- ▶ Reliability: The internal consistency of the value categories (based on Cronbach's alpha coefficients) ranges from 0.60 to 0.85. The test-retest correlation coefficient is 0.92, which means that the test results are very stable over time.
- ▶ Validity: The correlation coefficient between the TVO results (degree of compatibility with organizational values) and a performance measure is 0.43 (predictive validity).