

Our AVA clients span many industries, from insurance and manufacturing to healthcare and real estate, to finance, publishing, and high technology. They include:



The AVA Suite of Behavioral Assessment tools include:

- AVA**—Individual Analysis
- JAR**—Job Activity Rating
- OBR**—Observed Behavior Review
- JE**—Job Expectations
- Full Circle**—360° Analysis



AVA is a product of Bizet Human Asset Management



Robert Drinane
President
525 East Side Drive
Lancaster, Pennsylvania 17601

Phone & Fax: 717-295-1204
Cell: 717-989-7500
Email: bobd1204@aol.com
Web site: www.bizet.com

individual behavior. organizational success.



Activity Vector Analysis: The Dynamic Standard for Behavioral Assessment

individual behavior. organizational success.

What is AVA?

AVA is a cross-industry, work-related suite of behavioral assessment tools widely recognized for its accuracy, validity, simplicity, and utility. AVA predicts workplace behaviors, approaches to decision-making, flexibility under various conditions, and other important aspects of behavior.

The AVA system is designed to help companies better understand what the behavioral requirements of a particular job are, and what the behavioral styles of their top performers within that job are. By having that job-related knowledge and being able to rapidly compare it to the behavioral style of an individual candidate, hiring managers can make much more accurate, informed, and timely decisions regarding that candidate's fit.

AVA is built upon—and continues to develop from—the theories and research of prominent psychologists such as Walter V. Clarke (the original developer of AVA), Prescott Lecky, and S.I. Hayakawa. Each was an expert in the behavioral sciences of personality, motivation, and psychometrics. Yet AVA is not frozen in time. Bizet's research and development department keeps the system current, valid, and in adherence with state and federal regulations, including the American Psychological Association's Standards for Employment and Testing and Title VII of the 1964 Civil Rights Act.

AVA has been the tool of choice for managers making decisions for hiring, succession planning, team-building, transfers, promotions and career direction worldwide for over 50 years.

How is AVA Different?

Unlike other assessment systems, AVA is:

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 (JAR)—which assesses the work environment in which a job is performed—gives AVA its uniquely job-related advantages. The JAR identifies strong candidates for success and for providing 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 free-response 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. Our ongoing research and development assure that AVA results are valid across a wide range of industries, job descriptions, and employment levels.

How is AVA Used?

AVA has many applications throughout an organization's structure and throughout an individual employee's career. They include:

- **Selection:** hires, promotions, transfers, and terminations
- **Development:** coaching and counseling, designing training programs, and succession planning
- **Motivation:** tailored management approaches to address individual needs
- **Organizational alignment:** team building, executive coaching, and succession planning

- **Retention:** Outplacement coaching and counseling, interpersonal dynamics

What is WebAVA?

WebAVA is a fully web-based implementation of the AVA. WebAVA extends the opportunity to make personnel decisions in a more flexible, timely and cost-effective manner. WebAVA opens the door for rapid deployment of additional, even customized, reporting for your firm and for the next generation of AVA.

Benefits of WebAVA

- **Administrative Savings:** Eliminates data entry and increases accuracy.
- **Availability:** Your candidates can complete an AVA Individual Analysis anywhere in the world with web access.
- **Immediate Results:** When submitted, AVA analysis forms are instantaneously scored and reports are available.
- **Flexibility:** More reporting options, increased accuracy, privacy, use on web or download data warehousing.
- **Control:** Advanced administrative/manager options.
- **Ease of Use:** AVA resources are just a click away.
- **Easily Modified:** Ask questions specific to your business.
- **Instant Upgrades and Access to New AVA Products**
- **Compatibility:** Windows, Macintosh and any web browser.