FACT SHEET - ONLINE TEST

ID-Values TM

The ID-Values (Previously called TVO) is a psychometric test that provides insight into the degree of importance an individual (or group) places on a series of 34 organizational values. The online test also identifies the main corporate values shared within an organization and compares them with those endorsed by the evaluated individual.

FORMAT

Choice of answers

PRICE

\$45

DURATION

20 minutes

LANGUAGES AVAILABLE

French English

EVALUATED DIMENSIONS

- 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

PSYCHOMETRIC QUALITIES

- Norms: The ID-Values was validated with a sample of 100 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, indicating that the test results are highly stable over time.
- Validity: The correlation coefficient between ID-Values results (degree of compatibility with organizational values) and a performance measure is 0.43, supporting its predictive validity.

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