

# FACT SHEET - ONLINE TEST

## ID-Values™

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

50 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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