

HVS Assessment is an Item Response Theory (IRT) grounded assessment instrument created by HVS Executive Search and Integrated Knowledge Systems, Inc. in conjunction with Cornell University. Its purpose is to measure in a rigorous, comprehensive and legally defensible manner the major personal characteristics that predict job performance in the service-hospitality industry. The system is effective across the three primary employment levels:

Line or Entry Level
Mid-Management
Senior Executive

Pricing for our assessments is available to our clients as follows:

Single Assessment:	\$250.00
25 Assessments:	\$3,750.00
50 Assessments:	\$5,000.00
100 Assessments:	\$7,500.00
101 Plus Assessments:	Annual License - fee to be determined on estimated usage

The on-line tool can be used in both recruitment of prospective employees and assessment of current employees for setting training/coaching/performance goals. HVS Leadership Assessment™ was specifically designed for the service-hospitality industry and guaranteed to meet professional testing and legal requirements. Furthermore, our assessment provides action plans based on a test-taker's distinctive response patterns for implementing the results in a due diligence process or training scenario.

This assessment is useful throughout the entire employment cycle to measure and track an individual's People, Execution and Cognitive Skills. The tool goes beyond personality traits to measure attitudes, skills and knowledge areas that naturally or deliberately change over time and can be impacted by learning and development programs. Organizations leverage this assessment for selection, ongoing professional development, team development, and succession planning. It specifically targets peak performers within the service industry and enhances the effectiveness of behavioral interviews, reference checking and setting of coaching/performance goals.

Our assessment tool is an on-line tool. We will provide a user's guide to assist in interpretation of the assessments and if needed, further interpretation can be provided by Dr. Sheetal Singh, Ph.D. at a consultation fee of \$500.00 per hour.

