

Our AVA Assessment Process

Account Established

We create your account and provide needed website/logon information including a custom link for efficient online AVA completion. Reporting protocol is established and access to our AVAreports.com site is provided. Easy - we do all the work. And at no cost to you.

Your Hiring Challenges

You have unique hiring challenges, and we need to know about them. Talk to us about your assessment needs, provide job descriptions, learn about our JAR process. Your account is established with your unique hiring challenges fully documented. Customized service at no additional cost.

JAR Benchmarking Process

The AVA system includes the Job Activity Rating or JAR benchmarking process. An efficient method for establishing the behavioral demands of each unique position. Establishing JAR benchmarks ensures EEOC compliance for job-relatedness. And again, this is done at no cost to you. Contact us for specifics about the JAR Benchmarking procedure.

Applicant (and Employee) Assessments Completed

Online completion of the AVA profile takes only 20 minutes. A custom link is provided during account setup making it easy to invite applicants to complete the profile. This custom link can be added to your online application process. AVA profiles can be completed onsite or remotely.

Customized Reports

Our assessment reports don't simply present profile information to you. We use our customized reports to **explain** the complexities of the profile in a clear and concise manner. Each report has custom comments from one of our expert analysts and is delivered back in about an hour.

No Cost Consultation

Call us... we like discussing our profile reports. And we're good at it. We'll answer questions, clarify information, point out critical profile elements, etc. We'll help you fully understand and **apply** the AVA assessment results.

Re-assess an Existing Profile

Want to review an existing profile for a different position? No problem. We're glad to do so for you at no additional cost.

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JAR Benchmarking

The foundation for effective applicant assessment and selection is accurately benchmarking the behavioral demands of a job.

The **JAR - Job Activity Rating** process identifies the unique behavioral demands of a position as it provides a “job description” in behavioral terms.

AVA Behavioral Style Analysis

AVA Form G is utilized to assess an applicant’s behavioral style. A positive behavioral style fit with the job demands will greatly improve a person’s potential for success.

Behavioral characteristics directly impacting job performance are thoroughly reviewed in our **Behavioral Style Report**.

Personalized Coaching Strategies

Effective management starts with knowing your employee’s unique qualities and behavioral style. Top managers know the value of personalizing their management strategies to maximize performance.

Our **Coaching Report** provides in-depth and *practical* suggestions for effectively managing each unique employee.

