

VIZEON Measures



- Judgment & Insight
- Decision-Making
- Stress, Coping & Attitude
- Relational Skills
- Focus & Concentration
- Moral Clarity
- Dependability & Resilience
- Problem Solving Energy

Identify Potential Threats Before They Arise

- Personal value system is basis of judgment, decisions, and behaviors
- Judgment (*decision-making patterns*) changes before dangerous behaviors are manifested
- Stress levels, self-esteem, patience, intolerance provide alerts for “at risk” individuals
- Moral clarity, dependability, and coping skills are effective threat indicators

The VIZEON Method

- Assesses an individual’s value system
- Is NOT a personality assessment, NOT a psychological tool
- Assesses current employees and future candidates
- Has a proven track record for identifying “at risk” employees
- Is impossible to game or “spoof”
- Provides templates to deal with “at risk” individuals
- Enables management to counsel or monitor
- Tracks individual and group trends
- Can be customized for specific organizations or missions

“
NEVER be fooled
 by **WHAT YOU SEE**
 on the **OUTSIDE**
 ”

Measures Risk Posed by

- | | |
|-------------------------------------|--|
| ■ Inability to cope with stress | ■ Lack of concern for one’s surroundings |
| ■ Disaffected/disgruntled employees | ■ Lack of concern for others |
| ■ Susceptibility to influence | ■ Inability to notice |
| ■ Highly stressed employees | ■ Disregard for protocols |
| ■ Poor judgment | ■ Impulsivity |
| ■ Poor self-regard | ■ Lack of moral clarity |

We pioneer fresh ideas.





For more information contact:

Austin Boyd | CEO
Office 256-890-2694
Mobile 256-679-0689
austin.boyd@whitespaceinnovations.com

Fred Fagan | President
Office 256-890-2694
Mobile 256-683-2468
fred.fagan@whitespaceinnovations.com

REAL-WORLD OUTCOMES

The Vizeon assessment of personal values is based on 50 years of research, 5.4 million assessments, and 30 clinical studies of its validity and reliability. The following are a few Vizeon success stories:

Reduced Turnover Reduces Insider Threat Risk

Targeted recruiting and reduced turnover produces a more stable workforce and reduces risk of insider threat. Blue Cross Blue Shield of Tennessee historically experienced nearly 40% annual turnover in its Customer Service Center. **Vizeon** was added to the screening process after patterns in response from long-term employees in that position were compared to those leaving the position. In the first year, after partial implementation, turnover dropped to 7% and stayed at single digit levels for a decade.

A Terrorist Assessed

The Vizeon threat template alerts to individuals at-risk to self and to others. **Vizeon** scores patterns across multiple judgment, stress, and resilience scales. The tool identifies people who struggle with self-image, high stress, highly critical nature, or disregard for accepted rules and norms. An employee was assessed pre-hire based on attentiveness and compatibility. Subsequently the employee committed terrorist actions in the southeast USA. His Vizeon score would have alerted management using the “Insider Threat” evaluation template.

Identified “At-Risk” Individual

A project-lead who spearheaded a new product was assessed. The score alerted a **Vizeon** consultant to the potential for significant mistakes, either occurring or about to happen. Less than a month later this individual recommended acquisitions and investments at the cost of tens of millions of dollars. The at-risk individual’s poor decision-making ultimately bankrupted the company.

Too Good Can Be Bad

Extremely strong judgment may represent a risk. Those with exceptionally strong **Vizeon** scores are easily frustrated or bored on the job. These individuals may pose a risk for several reasons: (1) Frustration leads to “acting out”; (2) Boredom causes employees to look for shortcomings in the system that can be exploited for gain; (3) Attempts to outsmart the system are considered “interesting” instead of disturbing.

Limiting “At-Risk” Behavior

A civil engineering company reported “zero incidents” for five consecutive years after implementing **Vizeon** as part of their hiring process and annual employee assessments. The CEO commented “this accomplishment is truly remarkable in an industry with risks at every turn.” **Vizeon**, coupled with ongoing coaching support, helped the company develop a culture of safety and sustained risk avoidance.

ARE YOU READY, WILLING, AND ABLE TO SEE THINGS AS THEY REALLY ARE?

We pioneer fresh ideas.

