



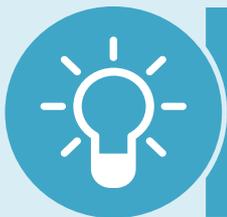
lusval.com

+33 6 85 66 44 43
lucia.levato@lusval.com

Adopting the ICF Code of Ethics



CONSCIOUS BUSINESS ASSESSMENT TEST



Are you creating an agile and conscious business that can boost profits?

How does a company initiate and then sustain the evolution towards a “Conscious Business” where profit, sense of fulfillment and benefit to the community meet?

How does an organization improve its performance shift towards an agile working model where the responsibility of taking decisions is proportionally shared by all?

A list of recommended behaviours, rules and processes providing structure and guidance for governance and operations are of course necessary. However, they may not be enough against typical challenges that arise in a co-responsible leadership environment.

For example :

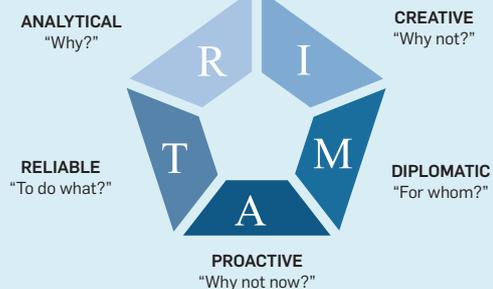
- Not everyone understands self-management in the same way or at the same level
- Employee mindset: reacting to instructions versus taking initiative
- Resistance to any change
- People in control experience difficulty allowing employee autonomy

LUSVAL invites organisations to assess their agile and conscious culture. The LUSVAL Conscious Business Assessment (CBA) test is based on the Canadian psychometric tool TRIMA, which is well established in Quebec with nearly 1,000 certified consultants.

TRIMA is now also available in Europe, especially in Switzerland and in France. The complete TRIMA toolset

and questionnaires explores three dimensions of the human behaviour (Social Styles, Competencies, Leadership Styles). The LUSVAL CBA test is based on a subset of the TRIMA tests in the competency dimension.

TRIMA =
Tradition - Reflection - Imagination - Mediation - Action



TRIMA - Psychometric tests validated at
Sherbrooke University - Quebec, CANADA - www.trima.ca

LUSVAL - SASU au capital de 10 000 € 14 rue Bertin Poirée, 75001 Paris - FRANCE

Email : lucia.levato@lusval.com - Web : www.lusval.com

SIRET : 83016246700013 - RCS : 830162467 - N° TVA : FR 94 830162467



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lucia.levato@lusval.com

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Lucia Levato, Ph. D.

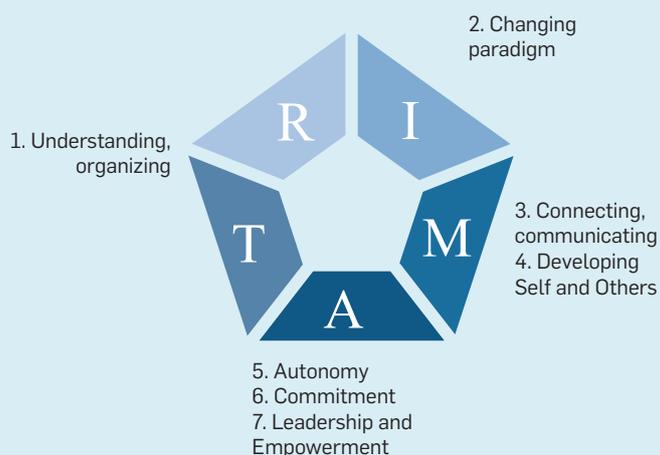
Lucia LEVATO is a coach specialized in technical and scientific domains and a certified practitioner of TRIMA. Her career spans over 30 years covering the areas of research, technical developments, marketing, teaching, training and mentoring in technical areas as well as in interpersonal communications and team building.

Why TRIMA?

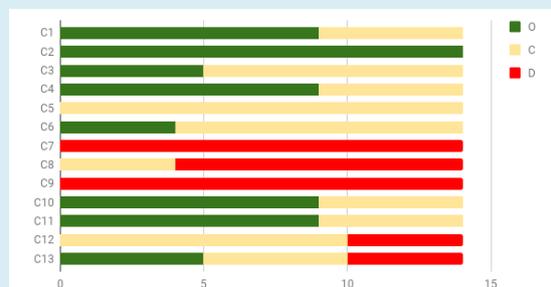
(Tradition – Reflection – Imagination – Mediation – Action)

TRIMA provides a shared language through a pool of 120 competencies unambiguously defined that can be used to create customized transversal competencies profiles addressing specific needs.

Thirteen competencies (soft-skills) have been selected to address the challenges typical of a self-managed organization, collected by a LUSVAL's online survey (November 2017 - January 2018). These competencies are gathered in seven groups over the five TRIMA letters as indicated in the following figure.



The CBA test aims to pinpoint strengths and possible areas of development in a team rather than compare people.



Example of histogram representing the distribution across 13 soft-skills numbered from 1 to 13 (vertical axes) of individuals (horizontal axes) with strong/green, ambiguous/yellow, and low/red mastery and interest of using these skills.

In the example, the histogram shows that the competency No. 7, which shows in red over the fourteen people having passed the test, may be an area of development since it is the competency with the least degree of mastery or interest for all members of the team.

On the bases of this assessment LUSVAL elaborates a customized action plan to develop individual and team capabilities to respond to the typical challenges faced by a conscious and agile organisation.

LUSVAL can also assist the organisation's own coaches with the following basic services:

- Deployment of the test
- 2 hour training on the CBA test
- Supervision on the usage of the CBA results on demand