



yüMlvü™

THE POWER OF PEOPLE CHEMISTRY

yüMlvü is a whole new share-and-compare approach to personality assessments.

- It's about yü (you)
- It's about MI (me)
- It's about us ... our vü (view)

BETTER DECISIONS COLLECTION DECISION TYPES

- Decisions – good, mediocre, and bad alike – have a profound impact on organizations. Yet often little thought is given to the process of decision making.
- Decision Types, a key lever within the yüMlvü Better Decisions Collection, forces the function of classifying decisions into the types of delegated, broad impact, break the mold, and ad hoc.
- When a decision-making group activates the Better Decisions module, a Decision Type selection is required as a first step as decision risk appetite, bias awareness, and buy-in all apply differently based on the decision type. This initial-step requirement also serves to bring awareness to best-practice in decision making by forcing consideration as to what type of decision is needed and how to best approach it.

“Human engagement and team success often flow or fail based on compatibility, not capability.”

yüMlvü Helps Organizations Implement a Best Practice Approach for Decisions

Many organizations fail to give decision-making the attention it deserves. While decisions vary widely based on decision type and impact, little variation exists in decision processes. Enter yüMlvü.

yüMlvü raises awareness for decision best practice and lends insight for implementing it by connecting the dots between Decision Type, Risk Appetite, Bias Detection, Achieving Buy-in, and Decision Model.

As with all yüMlvü insights, awareness provided is specific to those engaged in the decision and fit can be viewed at the individual and group levels.

The People Chemistry Platform™
Start a free trial today at www.yumivu.com

Decision Type Selection Aligns Decisions to Proper Risk Appetite

- yuMlvü Decision Type forced-function selection ensures proper decision processes.
- Each Decision Type maps to a related Risk Appetite level. yuMlvü reviews the best-practice level with the selected decision-makers and provides awareness alerts for fit.
- Decision Type to decision-makers fit can often be offset by awareness but team adjustments might be advisable for some decisions.

Decision Type and Risk Appetite Match

Select Decision Type

Delegated

Delegated

Broad Impact

Break the Mold

Ad Hoc

Ideal risk profile for delegated decisions: **Risk Tolerant**

The optimal Risk Appetite for the Decision Type you selected is shown in purple. Your decision makers are plotted by their personal risk appetites to show you the alignment of your decision.

Risk Seeking Risk Tolerant

Select Decision Type

Break the Mold

Delegated

Broad Impact

Select for Infrequent/Major and Broad Impact Decisions. Break-the-mold decisions are those needed to address a critical situation or issue. There is often risk taking and a broad impact as these decisions are outside the course of normal activity and change or amend established workflow.

Ideal risk profile for break-the-mold decisions: **Risk Seeking**

The optimal Risk Appetite for the Decision Type you selected is shown in purple. Your decision makers are plotted by their personal risk appetites to show you the alignment of your decision.

Risk Seeking Risk Tolerant

Decision Type Selection Forces Function on Decision-Making Best Practice

- The required selection of a Decision Type causes team members to consider how decision process affects decision outcomes.
- Awareness of how different pathways to a decision can work optimally for different groups helps create a culture of decision best practice.
- By identifying how decision makers are “wired” differently, yuMlvü highlights the importance of matching Decision Types and decision makers.

Decision Types Have Varying Impacts for Broader Organization

- Delegated and Ad Hoc Decisions often have lower risk and defined impact on others.
- Broad-Impact Decisions have widely ranging impact and must be made with more caution.
- The Break-the-Mold decision type will occur infrequently and have significant impact on an organization. In these cases, alignment between Decision Type and decision-makers should be carefully considered.

Decision Type and Risk Appetite Match

Select Decision Type

Broad Impact

Ideal risk profile for broad impact decisions: **Risk Neutral, Risk Averse**

The optimal Risk Appetite for the Decision Type you selected is shown in purple. Your decision makers are plotted by their personal risk appetites to show you the alignment of your decision.

Risk Seeking Risk Tolerant Risk Neutral Risk Averse



Experience yuMlvü for Free Today

Decision Type selection is a key forced-function within the Better Decisions Collection and a great example of the transforming power of the yuMlvü People Chemistry Platform. yuMlvü is FREE TO TRY for 60 days when you use the code:

Free4Me