



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 BIAS AND RISK AWARENESS

- The yüMlvü Better Decisions Collection provides awareness and guidance to elevate the quality of decision making across an organization by matching people chemistry to decision processes.
- Better Decisions examines the type of decision, the correct risk appetite match, subconscious bias risks, the optimal decision model, had how decision buy-in can be achieved.
- Like all modules within yüMlvü, Better Decisions guidance dynamically builds based on the group vü making the decision. This laser focus draws awareness to both people chemistry factors like risk appetite and inherent biases to consider and to best practice processes such as decision type and model selection.

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

Awareness of People Chemistry Helps Decision Makers Follow Best Practice

Decisions happen constantly within any organization. Yet most transpire with little awareness raised for how process and people chemistry impact decision quality and support.

That's where the Better Decisions module steps in to improve the process. yüMlvü starts by creating awareness for the risk appetite balance – for both the decision makers and decision type.

It then reveals potential biases and coaches on the process needed for buy-in. It can also recommend a decision model best for those making the decision.

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

yüMlvü Adds Awareness and Structure to Organization-Wide Decisions

- The connection between people chemistry and Decision Types and Models is often overlooked in an organization.
- yüMlvü connects the decision types of Delegated, Broad Impact, Break the Mold, and Ad Hoc to the correct risk appetite match.
- yüMlvü recommends a Decision Model most likely to bring success for the selected group.

Decision Type and Risk Appetite Match ⓘ

Select Decision Type

Delegated ▼

- ① Delegated
- ① Broad Impact
- ① Break the Mold
- ① 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 vu.

Risk Seeking Risk Tolerant Risk Neutral Risk Averse

Matching Risk Appetite and Raising Bias Awareness for Decision Making

- Without structured insertion of people chemistry awareness, subconscious influences enter decision processes.
- The Better Decisions module links Risk Appetite and Decision Type to ensure alignment.
- yüMlvü also identifies and creates awareness for common biases, many subconscious, which without awareness could impact objectivity.

Decision Bias Alerts

ⓘ Affect Heuristic Bias Ⓐ3

There is potential that the team has fallen in love with its proposed decision.

ⓘ Saliency Bias Ⓐ7

There is the risk that a memorable success is viewed wrongly as analogous to the current decision.

ⓘ Anchoring Bias Ⓐ7

There is potential risk of decision based on incorrect data such as unknown "sources," unsubstantiated numbers, extrapolation from history, a motivation to overemphasize an anchoring data source.

ⓘ Overconfidence Bias Ⓐ2

There is a risk of making the base case for the decision overly optimistic.

Finding the Decision Process that also Results in Decision Buy-in

- Achieving buy-in is an important consideration for an organization's decision process as lack of buy-in creates the costs of additional meetings and less-than-supported initiatives.
- Failure to achieve buy-in is often due to the decision process rather than philosophical difference.
- yüMlvü applies people chemistry to each decision-making group to identify the intrinsic needs for buy-in.

Decision Buy-in

Achieving buy-in from those making a decision can sometimes be as important as the decision itself. Not all team members will have special needs for buy-in and there may be varying needs within your vu. Use the following strategies for this vu:

68% Logical Approach 15% Time to Process 13% Consistent Pattern 4% Consensus Desired

The largest segment of this Decision Meter vu requires Logic and Numbers in order to "buy-in" to a decision.



Experience yüMlvü for Free Today

The Better Decisions Collection is but one example of the transforming power of the yüMlvü "People Chemistry" platform. yüMlvü Pro is FREE TO TRY for 60 days when you use the code:

Free4Me