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Thomas Assessment **Pathways**



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Assessments in **the recruitment process**

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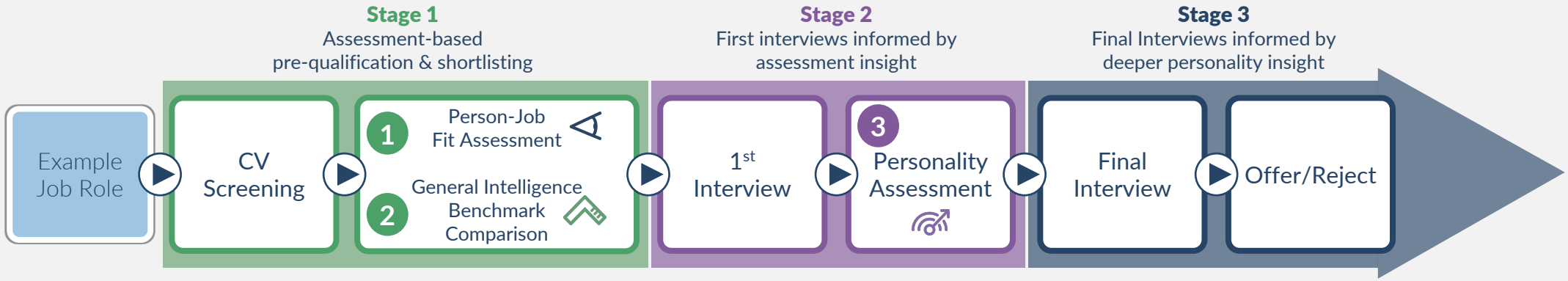
Enhance the selection and interviewing process by helping clients decide who to interview, what areas to focus on, and giving them confidence that decisions are based on robust, legally-defensible science

Testing and assessment is brought forward to pre-interview, allowing for person-job fit and general intelligence to be considered before investing in a face-to-face interview. Candidate feedback reports provided to all.

Personality assessment introduced between first and final interview to provide a deeper insight into the candidate and inform the final interview.



1 Personal Profile Analysis **(PPA)**
- Only 8 mins completion time
- Insightful candidate feedback report
- Star-rating to assess person-job fit

2 General Intelligence Assessment **(GIA)**
- 5 sub-tests, 30-45 mins completion time
- Test performance ranked against national norm groups
- Local validation can create performance benchmarks for job families / job roles

3 High Potential Trait Indicator **(HPTI)**
- Only 10 mins completion time
- Trait levels ranked against optimal trait ranges for leadership
- Report output links to onboarding and future development requirements

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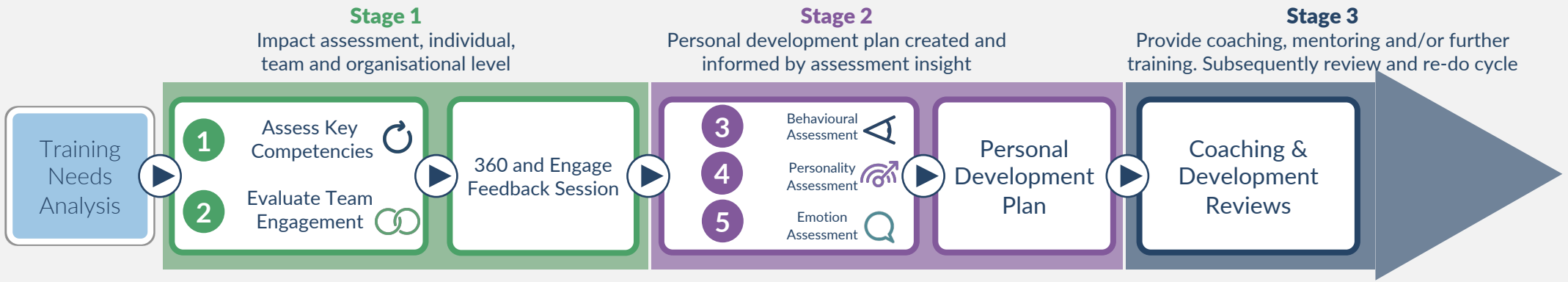
Assessments in **the development pathway**

An optimised development process is a cyclical and continuous process that includes the use of 360, Engage, PPA, HPTI, and TEIQue

Personal development is informed by individual, team and organisational metrics. An individual's impact on employee engagement and organisational culture is key.

Behavioural and personality insight as well as an understanding of an individual's emotional intelligence can be used to inform personal development plans and linked to metrics such as hard competencies.



1 **360 Feedback**
> Comprehensive 360 appraisal system
> Provides an individual ROI measure for development exercises

2 Thomas **Engage**
> 5 mins completion time
> Captures organisational-level engagement

3 **PPA**

4 **HPTI**

5 Trait Emotional Intelligence Questionnaire (**TEIQue**)
> Feedback report covering 15 emotional traits
> Helps explore emotional resilience
> Report output links to future development plans/pathways

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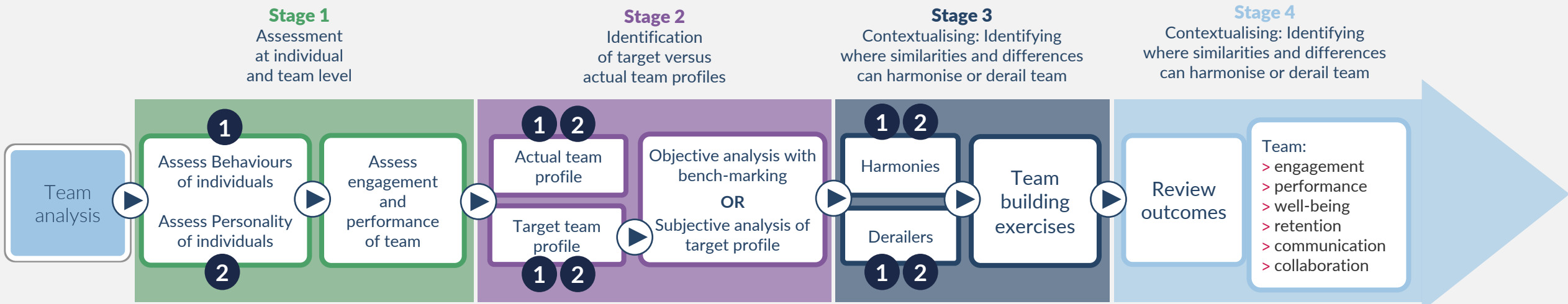
Team building **pathway**

An optimised team building process is grounded in self- and other- awareness that includes understanding Behaviours and Personality



1 **Personal Profile Analysis (PPA)**
- > PPA Profile, Graphs and Scores
- > Strengths and Limitations
- > Compatibility report
- > Team audit report

2 Either **TEIQue** or **HPTI**
- > TEIQue Development report and/or
- > HPTI standard report

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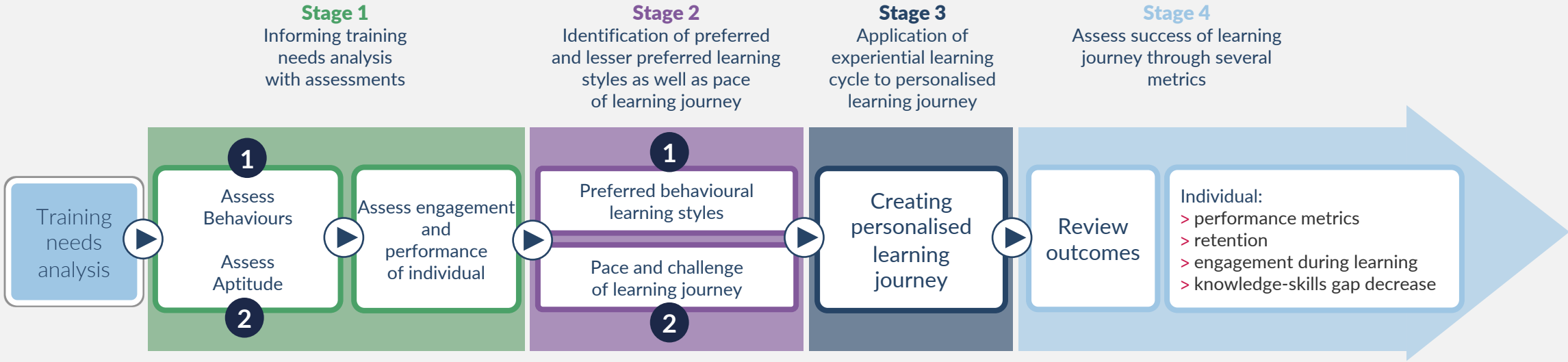
Learning journeys **pathway**

Individuals can be helped to learn more effectively by the identification of their lesser preferred learning styles and lower aptitude levels and the strengthening of these through the application of the experiential learning cycle



1 **Personal Profile Analysis (PPA)**
- > Training needs report
- > Onboarding report
- > How to Manage report
- > Admin/Tech audit report

2 **General Intelligence Assessment (GIA)**
- > Standard report

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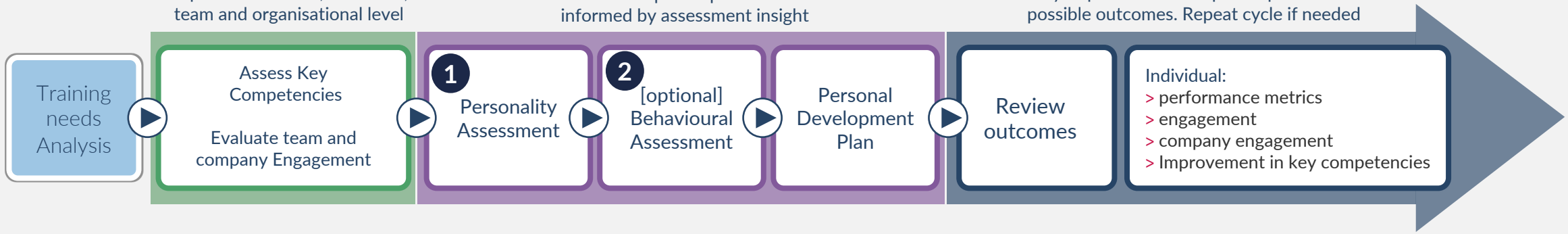
Leadership **coaching pathway**

An optimised leadership coaching process is a cyclical and continuous process grounded in self-awareness and achieved by understanding and developing the leader's behaviours and personality



1 TEIQue and HPTI:

TEIQue for:
> Developing Emotional Intelligence
> Deep coaching advice

HPTI for:
> Developing leadership potential
> Identifying and coaching for risk of derailment

2 **Personal Profile Analysis (PPA)**
> PPA Profile, Graphs and Scores report
> Strengths and Limitations report
> Training needs report
> Leadership skills report

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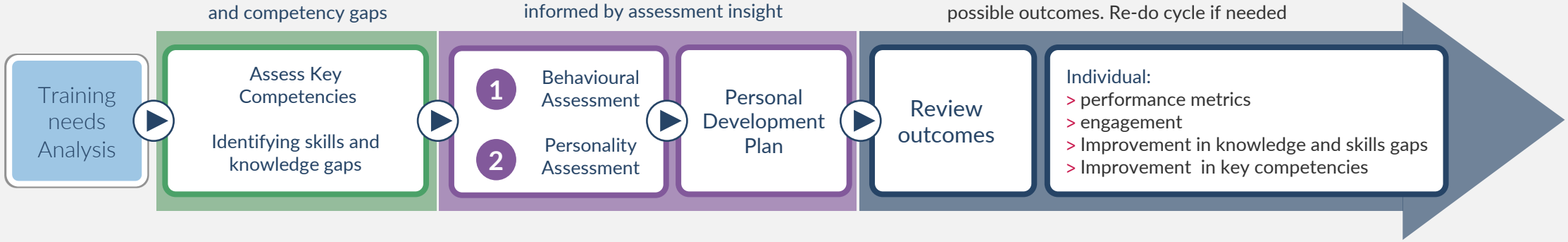
Learning and **development pathway**

An optimised learning and development process for employees is a cyclical and continuous process grounded in self-awareness and achieved by understanding and developing employees' behaviours and personality



1 **Personal Profile Analysis (PPA)**
- > PPA Profile, Graphs and Scores report
- > Strengths and Limitations report
- > Training needs report
- > Admin/Tech audit report

2 Either **TEIQue** or **HPTI**
- > TEIQue Standard report
- > TEIQue Development report and/or
- > HPTI standard report

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Core products **deep dive**

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Core products deep dive - **Behaviour**

PPA Personal Profile Analysis

What is it?

- PPA is a DISC-based assessment that predicts how an individual will behave at work
- Gives a greater level of certainty when recruiting, especially when used with Thomas Job
- Gives deep insights into an individual which can be used to onboard and manage new starters, as well as to inform a personal development plan
- 8 minutes to complete, 56 languages, multiple report options

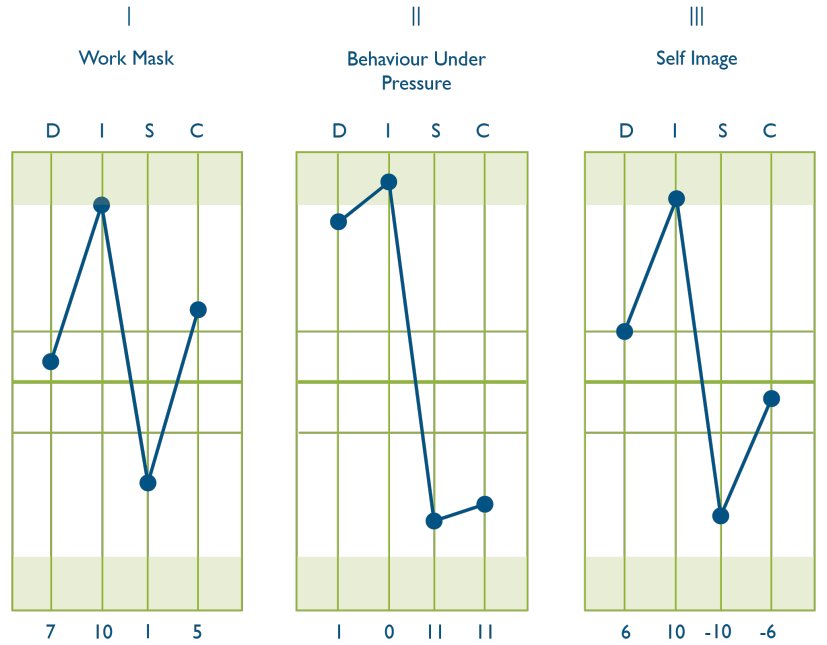
What does it measure?

- Person-job fit in recruitment
- Communication styles
- Interpersonal dynamics & conflict
- Behaviour change under pressure
- Personal motivators

Uses

- Recruitment
- Development
- Team building
- Suitable for several professional areas including sales

Example



The highest factor on an individual's Self Image is their 'Leading Factor' – this is the candidate's strongest behavioural preference

In this example, this individual's Leading Factor is Influence (communicative, friendly, influential, networker, persuasive, positive, verbal)

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Core products deep dive - **Aptitude**

GIA General Intelligence Assessment

What is it?

- GIA is an aptitude & ability assessment that specifically measures fluid intelligence, telling you how quickly someone will learn new information
- Helps the client understand and develop their employee's capabilities by giving the appropriate levels of challenge in the right areas
- Helps the client in selecting for highly skilled roles, as well as graduate recruitment
- 45 minutes to complete, 27 languages, multiple report options

What does it measure?

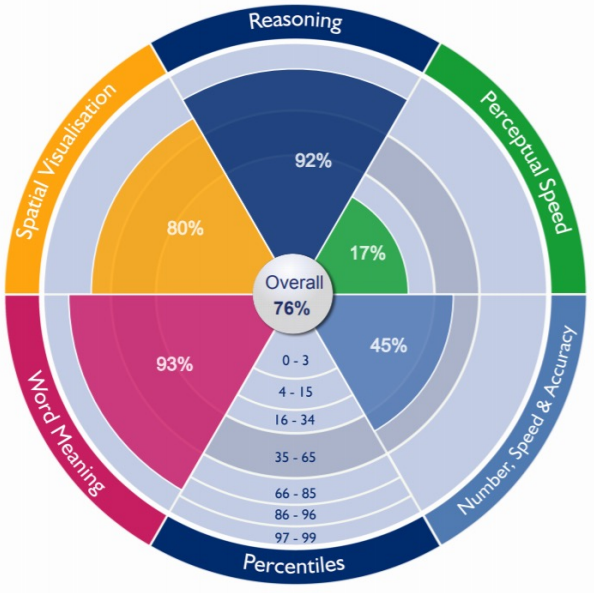
The GIA consists of 5 separate tests:

- **Reasoning:** verbal and deductive reasoning
- **Perceptual Speed:** attention to detail and error-checking
- **Number, Speed & Accuracy:** numerical reasoning
- **Word Meaning:** verbal reasoning and vocabulary
- **Spatial Visualisation:** spatial/abstract and mechanical reasoning

Uses

- Recruiting for highly skilled roles
- Recruiting for graduate schemes
- Identifying development and training needs of employees
- Suitable for several professional areas including finance, engineering, project management, and sales

Example



The **Reasoning** test assesses one's ability to solve problems quickly and accurately, by holding new information in short-term memory to draw correct conclusions.

High scorers in **Reasoning** have the ability to think on their feet and almost always make the correct decision. This is key in roles where decision-making under time pressure is a prerequisite to executing tasks.

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Core products deep dive - **Personality**

HPTI High Potential Trait Indicator

What is it?

- The HPTI is a workplace personality assessment grounded in the 'Big 5' psychological model, assessing traits that predict job success and risk for derailment
- Helps businesses understand how and why an individual approaches their work in a certain way, as well as how to develop employees' leadership styles and identify areas for improvement
- 78 questions, takes 10 minutes to complete, 28 languages, multiple report options

What does it measure?

HPTI measures 6 traits:

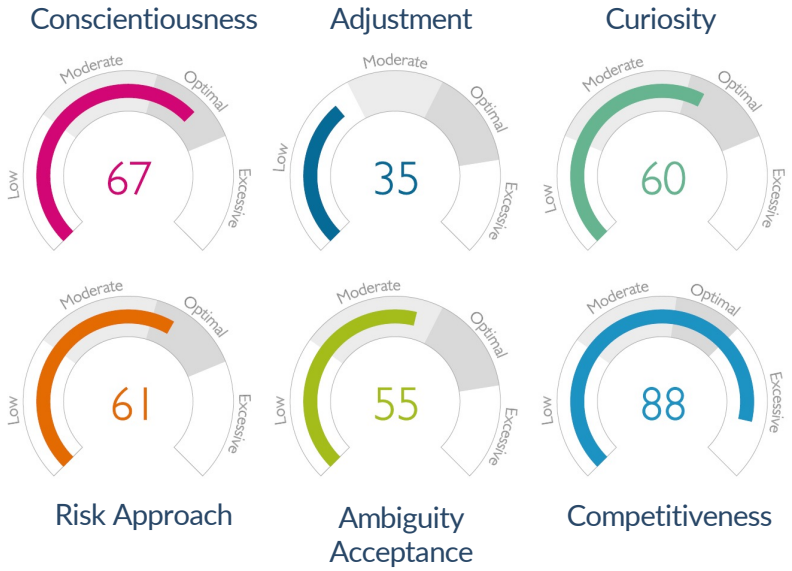
- Conscientiousness
- Adjustment
- Curiosity
- Risk Approach
- Ambiguity Acceptance
- Competitiveness

Uses

Use HPTI to:

- Create and support employee development plans
- Boost teamwork amongst employees
- Identify potential and inform succession planning
- Add certainty to graduate recruitment
- Boost employee engagement by identifying and developing strong leadership
- Retain future stars by developing them into senior roles

Example



Conscientiousness describes your capacity for self-motivation, organisation and planning. Those with high conscientiousness appear dependable and diligent. Those with lower conscientiousness tend to be more spontaneous, laid-back and may require more external motivation.

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Core products deep dive - **Emotion**

QTEIQue Trait Emotional Intelligence Questionnaire

What is it?

- Based on Dr. K.V. Petrides' Trait Emotional Intelligence theory
- The TEIQue concerns people's beliefs about their emotional abilities (how good we believe we are in identifying, understanding, and managing our own and other people's emotions)
- These beliefs are very strong predictors of a wide range of behaviours, many of which are work related
- 35 languages, takes 30 minutes to complete, multiple report options

What does it measure?

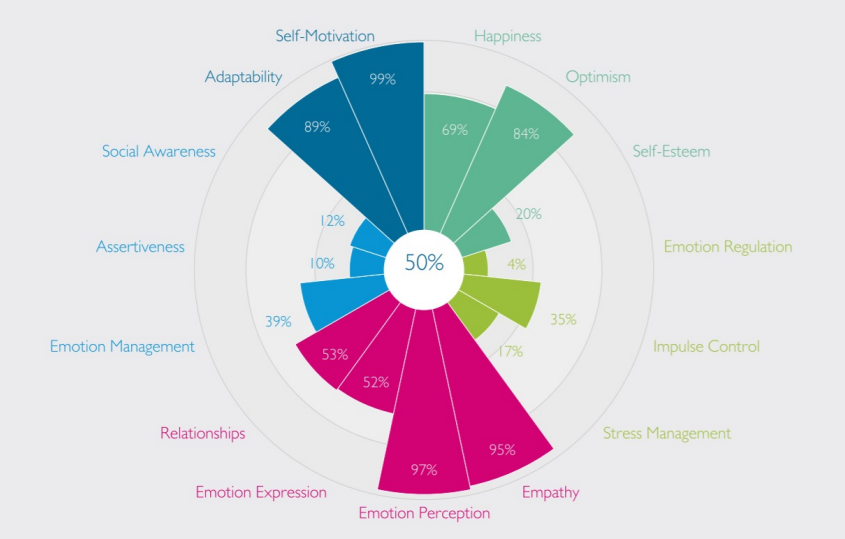
The TEIQue helps identify internal and external candidates who can thrive in a dynamic and changing environment as well as highlight any employee development areas. The TEIQue measures how people:

- Understand and manage their own emotions and those of others
- React to and manage new and stressful situations
- Manage their relationships

Uses

- Employee development and coaching
- Recruitment
- Personal awareness
- Leadership development
- Suitable for several professional areas, specifically when dealing with public-facing, emotionally-paced jobs that involve frequent interaction with people

Example



The Sociability factor (coloured light blue) includes the **Emotion Management, Assertiveness** and **Social Awareness** facets. These facets show how comfortable people are with influencing, socialising and asserting themselves with others.

Scores on these facets can predict the type of approach someone will take when several people are sharing opinions and ideas as well as how the person will react to assertive and challenging colleagues.

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Thank you