

BEHAVIOURAL STYLE

WHAT IS THE PERSONAL PROFILE ANALYSIS?

*Gain comprehensive insight into
how people behave in just 8 minutes*

An employer who understands the behavioural styles of their employees will be better equipped when recruiting new employees and developing and managing their existing talent pool. The Personal Profile Analysis (PPA) is a behavioural profile that provides a powerful insight into how your people behave at work. It provides the real answers to questions such as:

- What are this person's strengths?
- How can I ensure this person stays motivated?
- Which limitations may impact on their ability to be successful?
- Will this person be successful in a role that is technical, quality or standards focused?
- Does this person drive for results?
- Can this person work with and through people?
- Will this person excel in a service, support or specialist role?



*The PPA is the highest rated DISC-based
assessment in predicting workplace outcomes!**

HOW CAN PPA HELP YOU?

Recruit candidates who fit your culture

- Find people who will fit your company
- Match behavioural profiles to suitable job roles

Support personal development

- Pinpoint key strengths
- Identify potential areas for development

Understand what drives and engages your people

- Gain an insight into a person's motivators
- Identify the types of work that play to their strengths

Improve communication and teamwork

- Understand preferred communication styles
- Boost self-awareness and awareness of others

WHAT YOU GET WITH YOUR PPA REPORT

The PPA report gives you a wealth of information around how a person prefers to behave at work and the characteristics they will demonstrate, potential frustrations in their current job, how they are likely to behave under pressure and an insight into their strengths, areas for development and value to the organisation.

Once a PPA has been completed, you have instant access to over 25 different reports, including:

- Talent Selection
- Interviewers Guide
- Candidate Feedback
- Leadership Skills
- Strengths and Limitations
- Onboarding
- How to Manage
- Training Needs
- Management Strengths
- Sales Audit

Using the Thomas Online Hub, you will also be able to create customised PPA reports by combining the sections of different reports that you find most useful. Bespoke reports are perfect if you want tailored information for a specific job role, functional division, or to meet a particular business need.

“PPA is the most accurate psychometric tool I have ever used. The reports are invaluable; I keep them to re-read and focus on throughout the year with the team.”

– Virgin Trains



ASSESSMENT INFORMATION

Assessment type: Behavioural profile

Format: 24 questions

Availability: 56 languages

Time to complete: 8 minutes

Training required: PPA International Accreditation

Validation: Registered with the British Psychological Society and audited against technical criteria established by the European Federation of Psychologists' Associations

JOB PROFILING



WHAT IS THOMAS JOB?

Identifying behavioural requirements of a job

Thomas Job is a behavioural benchmarking tool which enables you to set a template of the ideal behaviours required for your roles.

Once you have created your benchmark, Thomas Job enables you to match the ideal behaviours of the job with the PPA profile of your candidates and employees, using a 'goodness of fit' scale.

By defining the ideal behavioural requirements of your roles, you'll be in a powerful position to make clear decisions on which candidates fit the roles you're recruiting for. In addition, with the right employees in the right roles, there will be a higher level of job satisfaction and you'll be able to truly get the most out of your people. This means you'll improve staff retention, develop the right people for the right roles and reduce the likelihood of recruitment mistakes.

“After introducing Thomas Job and PPA into our recruitment process, we immediately saw a better calibre of candidates at interview and our churn rate reduced by 50%”

– Everything Office



Use Thomas Job to achieve a greater level of certainty for:

- Recruiting or selecting the right person for the right job
- Identifying mismatched employees and redeploying them in more suitable roles
- Boosting morale and loyalty
- Managing underperformance
- Getting the best out of your talent

ASSESSMENT INFORMATION

Assessment type: Behavioural benchmarking tool

Time to complete: 10 minutes

Format: 24 questions

Availability: 56 languages

WHAT IS THOMAS TEAMS?

Improving team performance

Thomas Teams, used in conjunction with PPA, will help your teams to understand their strengths, limitations and the value they bring to the organisation. It will give you the opportunity to boost the performance of your team by managing them more effectively.

As a behavioural benchmarking tool, Thomas Teams enables you to set a template of the ideal culture, roles and leadership style required for your team to deliver its objectives. Once a benchmark team profile is created, a comparison report using the actual team members' PPA profiles is then created. This detailed report analyses the make-up of the team by looking at individual roles, team dynamics and culture and provides a 'goodness of fit' score against the ideal team profile.

“The real power is in the combination of all Thomas tools. Together they deliver a comprehensive picture of behavioural style and team dynamics”

– Northampton College



Thomas Teams provides you with a comprehensive report and will answer your many questions, including:

- What role does each person play within the team?
- Where are the possible areas of limitation in the team?
- How do we address those limitations?
- Are we playing to the strengths of each team member?
- Where is conflict occurring?
- Is there a skills gap and are there any training needs?
- What leadership style will motivate and inspire the team towards high performance?

ASSESSMENT INFORMATION

Assessment type: Behavioural benchmarking tool

Time to complete: 15 minutes

Format: Rank team competencies in order of importance