

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

GET IN TOUCH

Talk to us about your requirements and we'd be delighted to help you create the right plan for your organisation.

Speak to your consultant or contact us on 01628 244 024 or email info@thomas.co.uk



@ThomasInt_UK



Thomas International



Thomas International UK



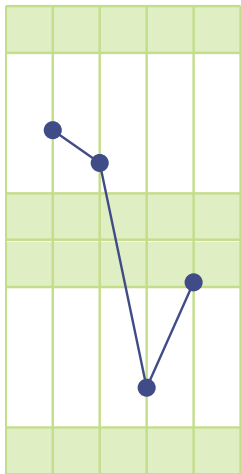
07/12/2018

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PPA PROFILE: Sample Report

SELF IMAGE - GRAPH III

D I S C



This is an assertive person who can take a creative idea and make it serve a practical purpose. He uses a direct method but still considers people and can convince them through persuasiveness when necessary. Aggressive and confident, this person is goal-minded and incorporates others into the process. He generally plans well ahead and integrates activities to assist in getting results. This versatile, eager self-starter acts positively in both competitive and social environments.

Sample Report may be impatient and irritable when things do not happen fast enough, but he is an excellent director of people when trying to achieve results. Sample Report seeks earned respect from associates and needs variety/change. He strives for the independence of a wide-scope operation.

He loves challenging assignments that will offer the opportunity to move up the management ladder. Sample Report requires negotiated commitments on a person-to-person basis, as well as outlets for drive and freedom of expression. He possesses excellent leadership qualities. Sample Report can delegate, communicate, solve problems and make decisions.

SELF MOTIVATION

Sample Report wants prestige, authority and position. He likes to be in charge of an operation where tangible, measurable results can be shown and progress demonstrated. He seeks earned respect from associates.

JOB EMPHASIS

Managing work and people for a profit

Sample Report's job should require tangible results to be obtained through people. This individual works well when under pressure to produce. Planning, problem-solving and organising should be key responsibilities. Authority to make decisions and the independence to act on these decisions, should be given to this person.

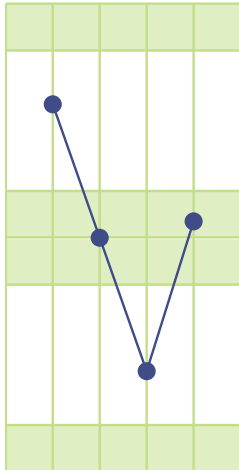
The working environment needs to be unpredictable. Several projects need to be actioned concurrently. Although operating policies should exist, this person should frequently be able to act without a precedent.

DESCRIPTIVE WORDS

Self-starter, direct, decisive, demanding, self-assured, confident, friendly, verbal, active, mobile, alert, restless, firm, independent, strong-willed.

WORK MASK - GRAPH I

D I S C



The work mask shows some slight modification in Sample Report's behavioural characteristics when compared to those of the self- image.

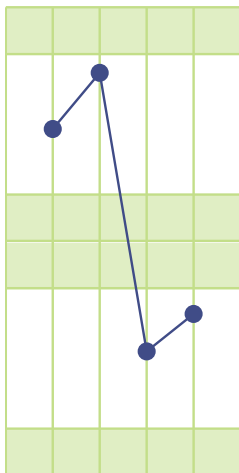
Whilst he remains friendly and fairly confident the clear indicators are that he may not be as persuasive as the self- image would suggest. The change is not likely to have a major effect on his performance, although he may be seen as less verbal and slightly more reserved.

This normally independent, strong-willed and stubborn individual is also currently attempting to comply and work within the company guidelines whilst still remaining independent.

The above modification is of a fairly minor nature and unlikely to have any significant effect on his natural characteristics.

BEHAVIOUR UNDER PRESSURE - GRAPH II

D I S C



In reaction to pressure situations we note that Sample Report emphasises his influencing skills.

He is likely to rely more heavily on friendliness and persuasion to win his way and he may become extremely optimistic about his own ability.

GENERAL COMMENTS

There is no indication of frustration, problems or pressure showing in Sample Report's profile.

As a result he is likely to feel compatible and able to cope with the behavioural requirements of the job, organisation and boss.

Motivators

Sample Report is motivated by power and authority, challenge, tangible rewards, and an opportunity for advancement. Popularity, freedom of speech and democratic relationships are also important to him.

Should Sample Report have a boss, then ideally that person will be a direct but participative leader, who has good people skills, is prepared to communicate well with this individual and at the same time, set fair but very objective tasks, which ideally should be negotiated on a one-to-one basis. Sample Report enjoys being challenged by difficult assignments and once a requirement has been agreed he should be given sufficient authority and freedom to achieve the result.

Please note

The above report is a guide. The Personal Profile Analysis is a work orientated inventory. This report is designed to assist in the selection, appraisal, development or coaching and mentoring process.

The report should never be used in isolation but always in conjunction with both an interview and a process whereby a person's experience, education, qualifications, competence and trainability can be assessed.

Other reports are available on the Thomas program which will provide additional useful information about this person. Thomas recommend that consideration be given to using these further reports when appropriate.

INTERVIEWER'S GUIDE: Sample Report

INTERVIEWER'S GUIDE - PERSONAL PROFILE ANALYSIS

Sample Report

We recommend that the following questions be considered by the interviewer when meeting with Sample Report. These probing questions have been designed to assist the interviewer in gaining a more in-depth understanding of Sample Report, his strengths, limitations and behavioural style. This exploratory approach has been prompted by the contents of the PPA report.

The following series of questions can be used to verify the profile and the extent to which Sample Report is aware of his impact on others within the working environment. They are also designed to identify whether he is adaptable in terms of modifying his behaviour to meet the needs of colleagues.

- How do you rate yourself at problem solving? What is your preferred approach to critical problem solving?
- What are some of the more complex problems to which you have had to apply your trouble-shooting capabilities?
- Where, in your current role, have poise, charm and participation proved to be either a benefit or a hindrance?
- What is your assessment of the strategic options available to your organisation, your team or work-group? What changes, if any, would you like to make?
- Do you consider yourself to be more an enthusiastic, committed and participative team player or a respected, independent and highly specialised individualist contributing valued expertise to the organisation?
- What is your vision for your own career over the next five years?
- Why do you believe that self-confidence and positive attitudes are admired traits in many roles? How have they benefited you recently?
- Are you, or have you ever occupied, a position of leadership? What were your most significant achievements and your most disappointing moments?

And finally, is there anything else you would like to tell me that I have not asked about?

CANDIDATE FEEDBACK: Sample Report

12/11/2018

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DESCRIPTIVE WORDS

Competitive, self-starter, individualistic, friendly, enthusiastic, challenging, mobile, alert, demanding, forceful, driving and assertive.

GENERAL CHARACTERISTICS

- Driving and forceful but considers people.
- Results orientated.
- Enjoys challenging situations.
- Competitive by nature.
- Looks for the opportunity for advancement.
- Displays confidence in most situations.
- Looks for a quick result.
- Ventures into the unknown and questions the status quo.
- Enjoys a wide-scope-operation.

Motivators

Sample Report is motivated by power, authority and achieving good results. Popularity in the form of social recognition and monetary rewards are also highly important to him. He enjoys, challenging assignments, prestige and position and will continually be looking for opportunity and advancement. Sample Report looks for freedom of speech, favourable working conditions, identification with the company and a wide scope operation. He should also be given freedom from control, direct answers, new and varied activities.

Should Sample Report have a boss, then ideally that person will be a direct but participative leader, who is prepared to communicate with him but at the same time, negotiate on a one-to-one basis, setting clear objectives and timescales. Sample Report should then be given the responsibility and authority needed to achieve the results.

Values Sample Report brings to the Organisation

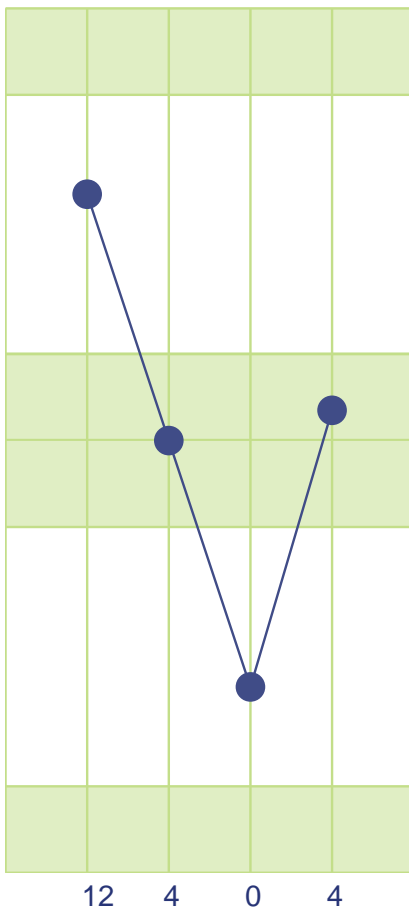
Sample Report has several important values that he is capable of contributing to most organisations. He will willingly seek to assume authority, expedite action and achieve profitable results. In addition, he possesses attributes that enable him to influence, persuade and motivate others in an assertive yet friendly manner. These important skills can best be summarised as the ability to accomplish personal and corporate goals working with and through others.

GRAPHS & SCORES: Sample Report

12/11/2018
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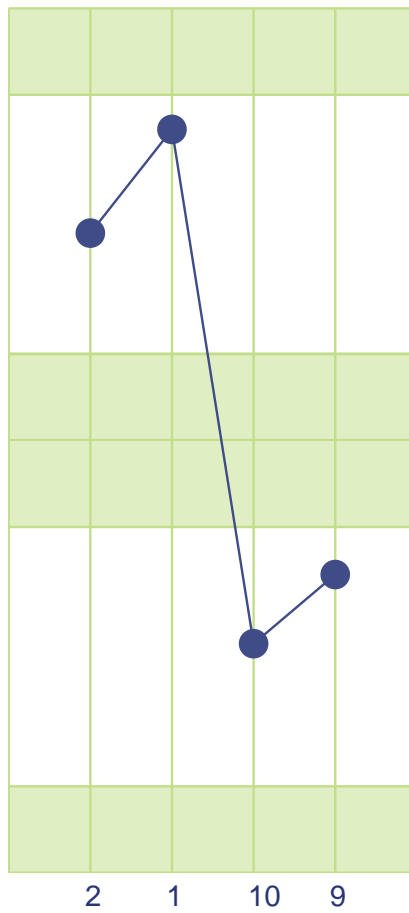
I
Work Mask

D I S C



II
Behaviour Under Pressure

D I S C



III
Self Image

D I S C

