thomas™

Behaviour

Behaviour Assessment

Get deep insight into the behaviours and motivations of your people 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 Thomas Behaviour assessment (also known as the Personal Profile Analysis, or PPA) is a behavioural assessment that provides a powerful insight into how your people behave at work. It enables you to see beyond individuals' CVs and online profiles, providing real answers to questions such as:

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RECRUITMENT

> What are this person's strengths?

> How can I ensure this person stays motivated?

> Which limitations may impact on their ability to be successful?

> 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?

> Will this person be successful in a role that is technical, quality or standards focused?

Thomas' Behaviour assessment is based on Marston's DISC theory, which stated that actions based upon emotions are an individual's biosocial response to supportive or hostile social environments. It also said that these actions determine how the individual interacts with the environment.

The Behaviour assessment determines whether individuals see themselves as responding to workplace situations that they perceive to be favourable or challenging, and reveals whether their response patterns are active or passive.

It does this by asking individuals to choose two words from a block of four - picking one that is most like them, and another that is least like them. This process is repeated 24 times to give deep insight into a person's behavioural traits, characteristics, and motivations.

The Thomas Behaviour assessment has been registered with the British Psychological Society and audited against technical criteria established by the European Federation of Psychologists' Associations.

How can the Behaviour assessment help you?

Predict which candidates will fit the role and your culture

> Find people who will fit your company

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

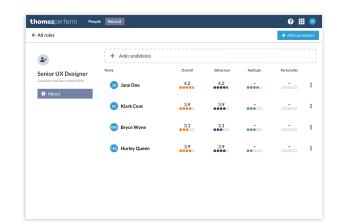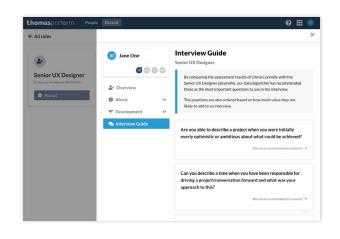> Boost self-awareness and awareness of others

Support personal development

> Pinpoint key strengths

> Identify potential areas for development

What do you get from the Behaviour assessment?

The assessment gives a great deal of deep insight into your people that would be otherwise difficult to obtain. This then feeds into a dynamic interview guide for each candidate, providing questions designed to help you to delve deeper into the gaps between the candidate assessment results and the desired behavioural traits and characteristics defined for the role. It can also inform and support the management and development of your employees through the easily accessible business-specific content, which offers advice on managing, motivating and onboarding your team members, amongst other things. This invaluable insight can help you to reduce unconscious bias and build an engaged, productive workforce.
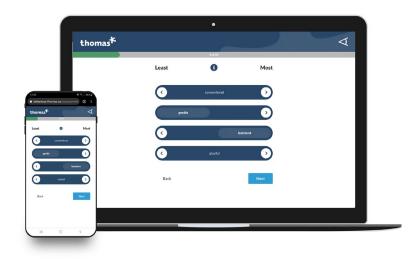
Despite being based on rigorous, validated psychological science, the assessment itself is very simple and can be completed in eight minutes or less on a computer or mobile device. Assessment takers will receive an instant summary of their results within Thomas Profile, giving them valuable self-awareness and knowledge of their own traits and characteristics.

As soon as an individual has completed their assessment, you'll have immediate access to a wide variety of content within the Thomas Perform talent assessment platform. This content has been written to address specific business outcomes, without requiring training or accreditation in psychometrics. This makes it easy for you to gain value quickly from the content and put it to work within your business.

The business-specific content in Thomas Perform includes:

> Decision Making Style
> Interview Guide
> Leadership Style
> Strengths
> How to Onboard
> How to Manage
> How to Motivate
> Communication Style