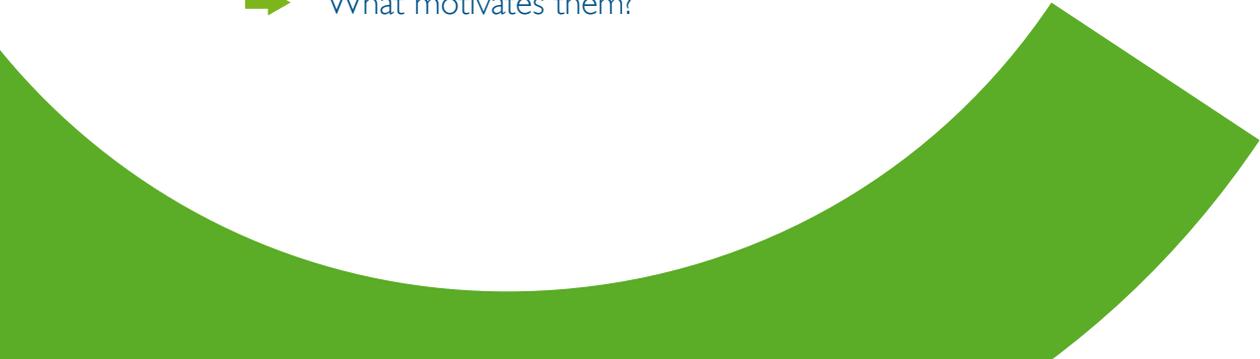


PPA



In just 8 minutes PPA provides an accurate insight into how people behave at work, answering questions such as:

- ➔ What are their strengths and limitations?
 - ➔ How do they communicate?
 - ➔ Are they self-starters?
 - ➔ What motivates them?
- 

What is PPA?

PPA is a behavioural profile that provides an accurate insight into how people behave at work. It provides the real answers to questions such as:

- What are this person's strengths?
- Is our business playing to this person's strengths?
- Which limitations will 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?

Features

Assessment type: Behavioural profile

Time to complete: 8 minutes

Format: Forced choice questions

Availability: 56 languages

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

What training is required: PPA International Certification



How can PPA help you?

➔ Recruit

Thomas PPA will help you to reduce the cost and risk of recruitment and speed up your process.

➔ Retain

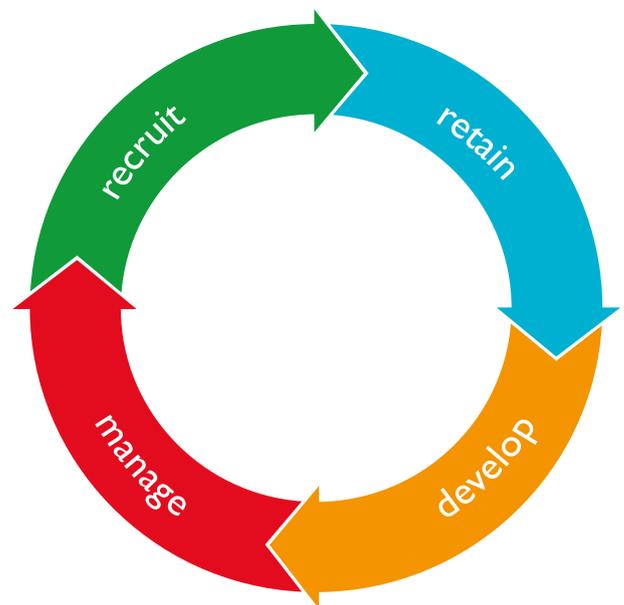
Thomas PPA will help you to reduce staff turnover by identifying what motivates and engages your staff.

➔ Develop

Thomas PPA will help you to know precisely where to invest your learning and development budget to achieve the maximum impact on your business.

➔ Manage

Thomas PPA will help your managers spend less time managing poor performers and more time motivating top performers by ensuring they are working on the behavioural issues that will bring the biggest benefit to the business.



Our assessments will provide an insight into your people potential, what motivates them, their core strengths and limitations. They will add a high level of certainty to all of your people related decisions across all areas of the employee lifecycle.

What you get

Thomas PPA takes 8 minutes to complete and you are provided with an initial profile detailing:

- How a person prefers to behave at work and the characteristics they will demonstrate
- Any frustrations the person has in their current job
- How or whether a person is modifying their behaviour in their current role
- Their behaviour under pressure
- Their strengths, limitations and value to the organisation

Once PPA has been completed, you have instant access to over 20 additional reports that enable you to match people to jobs, sift CVs, manage, coach, develop and train your people.

Personal Profile Analysis

A comprehensive report on an individual's working strengths, fears, motivators and value to the organisation. Indicates behaviour under pressure, behavioural modifications and frustrations.

Executive summary

A succinct overview of the information contained in the PPA Profile.

Sales interview questionnaire

A series of sales interview questions tailored to the candidate's profile.

General questionnaire

A series of interview questions tailored to the candidate's profile.

How to manage

Tells you how to manage the individual.

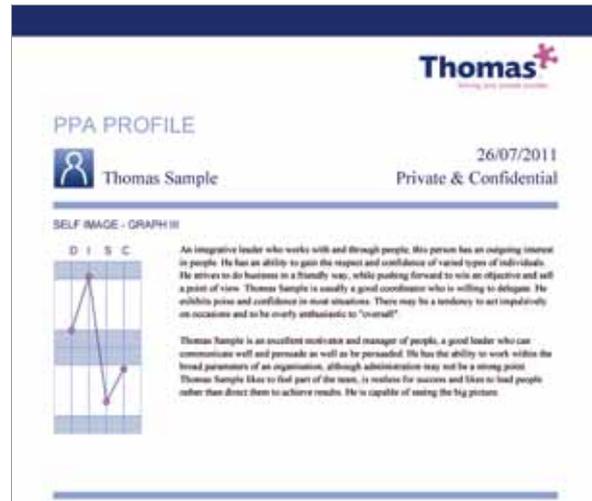
Training needs

Identifies weaknesses and training needs.

Further reports include:

Sales audit, Career guide, Admin/tech audit, Call centre audit, Graphs & scores, Job profile, Job/candidate comparison, Compatibility and Search & select.

For a comprehensive explanation of each report visit www.thomasinternational.net



Above: PPA Sample Profile

“After introducing Thomas Job and PPA, our staff churn rate reduced by 50%.”

Bob Taylor, Everything Office

Validity

Personal Profile Analysis is registered with the British Psychological Society (BPS) and audited against technical criteria established by the European Federation of Psychologists' Associations, confirming it meets the psychometric requirements for use as a psychological tool.

How you're supported

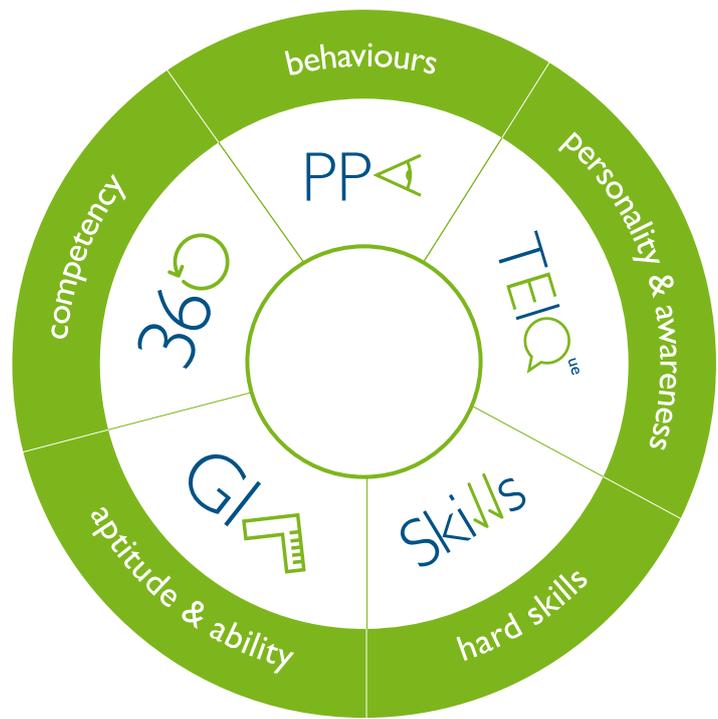
Our client service teams are here to train you, advise you and help you to use people assessments to achieve an immediate impact on your business.

Providing unrivalled face to face support, Thomas' client support teams blend the skills and expertise of consultants, occupational psychologists, trainers, client service staff and technical support.

Our consultants are based locally to you, many of them are experienced business leaders. They understand your challenges and will take a pragmatic approach to enabling you to achieve the maximum value from your people.

Thomas PPA is part of a range of assessments that empower businesses to transform the performance of their teams and individuals – and deliver an immediate impact on their organisation.

Our assessments work together to give you a full insight into what makes people successful – their behaviours, personality, aptitude and ability, competency and hard skills.



Use Thomas assessments to:

Recruit	Retain	Develop	Manage
Attract	Motivate	Appraisal	Poor performance
Screen	Creative engagement	Performance reviews	Top performers
Select	Maintain morale	Coaching & mentoring	Fast track & focus managers
Run assessment centres	Conflict resolution	Leadership & front-line management skills	Productivity & efficiency
Improve interview quality	Restructure roles	Communication & interpersonal relationships	Team performance
Deploy talent	Boost productivity	Career development	Organisational redesign
Assess for promotion	Engender loyalty	Team effectiveness	Improve managers' people skills

Thomas has been at the forefront of assessment innovation for 30 years. We provide assessments in 56 languages and have a presence in over 60 countries. Today we are working with 32,000 companies and 250,000 trained Thomas users worldwide. Our clients span every type of business of all sizes and complete over 1.5 million assessments every year.

Visit us at www.thomasinternational.net

Call us on 01628 475 366