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Thomas Perform
Product Factsheet

Hire, manage, motivate and engage your teams with the proven power of people science

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Providing immediately actionable insight into people's behaviours, personality traits and aptitudes, Thomas Perform makes it easier to hire, onboard, manage, motivate and coach your team, increasing productivity and improving employee engagement.

THE THOMAS PLATFORM

Thomas Perform, the leading talent assessment platform, makes human behaviour and personalities easy for everyone to understand – removing the need to use occupational psychologists or gain complex certifications. Thomas Perform makes it simple for businesses to:

- Improve recruitment outcomes
- Increase diversity and reduce bias
- Onboard new starters effectively
- Increase team productivity
- Identify the next generation of leaders

- Improve manager effectiveness
- Better manage remote workers
- Engage and retain talent
- Enhance candidate experience
- Support employees' wellbeing
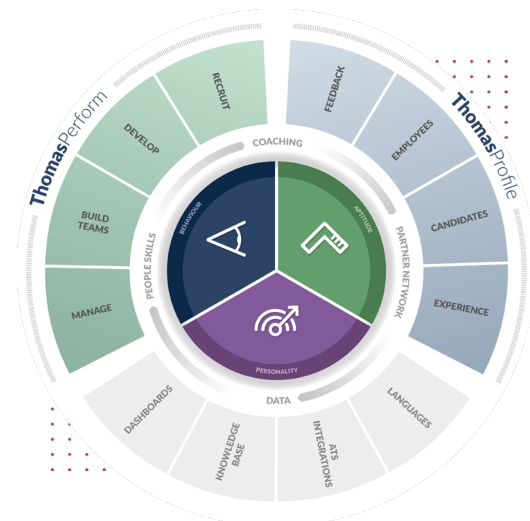
BETTER RECRUITMENT: THE RIGHT PEOPLE IN THE RIGHT ROLES

Create a simple, but effective psychological job profile for your ideal candidate in a few clicks. Compare profiles at a glance to find the best fit individual using the intuitive star ratings. Add rigour and structure to interviews, and ensure the successful candidate settles in quickly:

Job profile builder – create your own in a few clicks or use a template based on scientific research

Star ratings - compare candidate role fit side-by-side

Hiring teams – easily grant access to candidate info to all involved in hiring process

Interview guides – delve into gaps between the role and each individual's specific traits

Onboarding advice – personalised guidance on how to onboard each individual to maximise productivity

Thomas Perform is built on robust, validated psychological science with our assessments at its heart:

◁ **Behaviour** – Gain deep insight into a person's behaviour at work, their communication style, strengths and motivators

🎯 **Personality** – Predict success at work, understand how they'll cope under pressure, how they deal with risk and confrontation, and more

◇ **Aptitude** – Accurately predict a person's potential to grasp a new role and learn new skills

Our assessments are registered with the British Psychological Society (BPS). This shows that our assessments meet stringent requirements for validity, accuracy and fairness, which is unmatched by most alternatives in the market. Our dedicated team of psychometrists, psychologists and data scientists continually improve the accuracy of the assessment outcomes through research and ever-expanding global datasets.

SEE BEYOND THE CANDIDATE – REVEAL THE PERSON

Diversity, equality and inclusion is not a catchphrase – it should be the norm within all businesses today. Workforce diversity is more likely to deliver financial outperformance and innovation, and can help bridge the global skills gap.

- Compare individuals' profiles to job roles instead of CVs and LinkedIn profiles
- Make more objective recruitment, promotion and development decisions
- Reduce the impact of unconscious bias and build a more diverse team

BETTER ONBOARDING FOR INCREASED PRODUCTIVITY

Onboarding shouldn't follow a one-size-fits-all approach. Everyone learns differently and at their own speeds. Thomas Perform gives instantly usable guidance on how to set each member of your team up for success and keep their wellbeing top of mind:

- How quickly will they learn new skills?
- What level of detail do they prefer to have?
- How comfortable are they with ambiguity?
- What level of support will they need?
- How are they likely to cope with stress and uncertainty in their role

BUILDING STRONG, ENGAGED TEAMS

Giving individuals self-awareness of their own behavioural preferences and personality traits using Thomas helps them to better understand their own strengths and potential limitations. Getting the team to share their own with each other and discuss them equips them with a common language and understanding, which builds a cohesive, collaborative team that is destined for success.

PLANNING FOR SUCCESSION

Succession planning isn't just about identifying your next generation of leaders. It's also about ensuring that skills gaps don't develop within your organisation. In addition to helping you to identify individuals who learn new skills quickly, Thomas Perform also reveals personality traits such as ambiguity acceptance and attitude to risk that research has shown to align with leadership success.
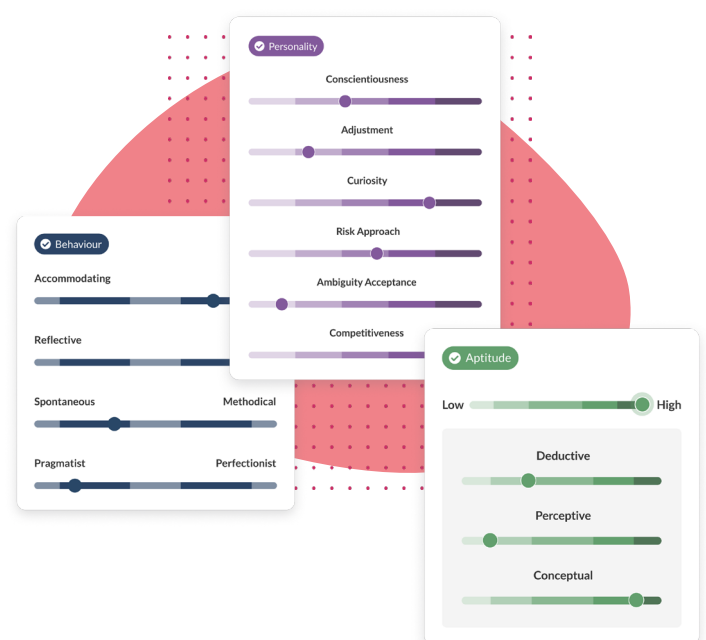
IMPROVING MANAGER EFFECTIVENESS

With Thomas Perform, it's easy to give managers visibility of their team member's profiles, providing them with deep insight into their:

- Speed of learning
- Communication style
- Strengths
- How they deal with conflict
- Approach to risk
- Resilience
- Management preferences
- Motivations

This insight enables greater productivity through more effective one-to-one meetings, performance reviews, coaching and development conversations.

ENGAGE AND RETAIN THE BEST PEOPLE

A productive employee is a happy, engaged employee who feels valued and committed to your organisation's values, mission and objectives. When employees become disengaged, businesses are left with disruptive, unproductive staff who are more likely to leave. But how do you engage them – and keep them engaged?

Engagement begins with understanding individuals':

- Communication preferences
- Motivations
- Needs from their manager
- How they like to be recognised

Placing people in roles that suit their strengths and learning preferences is the next step. Understanding these strengths gives managers and employees alike the building blocks for a game-changing development plan – one that helps them address areas of limitation, but more importantly which leverages their strengths and advances their careers.

Communication Style

This person will be friendly and personable in their communication style. They enjoy working with others and will get satisfaction from talking through ideas with their colleagues. This person will seek to influence other people by building positive relationships with th...

Theresa Webb

Overall	4.8
Personality	4.9
Behaviour	4.7
Attitude	5.0

Leadership Style

This person's leadership style will be influenced by their extremely high results-orientation. They have a strong desire to achieve goals and beat targets, using their assertiveness and general force-of-character to overcome any opposition they may face. The focus on measures of success may lead to a very target-driven work environment where progress and growth are valued the most.

Remote working

When working remotely this person will have more success if they can work towards clearly defined goals and targets. If something does not excite them, they may procrastinate and work on things that are more motivating for them. This can be avoided by providing clear guidance on priorities to create a sense of urgency around the most important work.

How to motivate

This person prefers to w... environments that invo... regular interactions with people. They will feel motivated when they are free to communicate often and spend time building relationships with others. At times, they may become socially fatigued if they constantly have to deal with people.

SUPPORT EMPLOYEES' WELLBEING

Burnout is an ever present fear for employers – in the always-on world of hybrid and remote working, stress levels rise quickly, and often unnoticed.

Thomas Perform helps to mitigate this by giving managers insight into:

- How individuals react to stress
- How they cope with challenges
- Their approach to risk
- If they are able to handle change and ambiguity
- How they deal with conflict

MANAGING REMOTE WORKERS

Remote and hybrid working can be great for both businesses and individuals, but maintaining levels of engagement and productivity when working remotely can be a struggle. What worked in the office may not work in a hybrid environment.

Thomas Perform helps you maximise remote workers' engagement by providing insight into how your people:

- Will cope in a remote or hybrid environment, and how best to support them
- React when under stress
- Deal with conflict
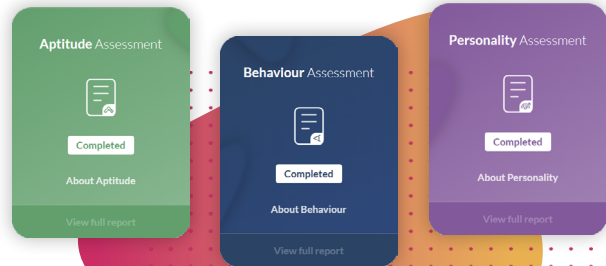- Prefer to communicate
- Like to be motivated and recognised

IMPROVE CANDIDATE AND EMPLOYEE EXPERIENCE

Thomas Profile is the assessment-takers' portal. Simple and intuitive for all, it displays assessment results to individuals immediately upon completion.

- Gives valuable self-awareness
- Provides insights into their own aptitude, behavioural characteristics and personality traits
- Offers individually-tailored development tips

This instant feedback helps candidates and employees alike feel more connected to and valued by the company.

APPLIED KNOWLEDGE TRAINING

We've used the experience we've gained in over 40 years of business along with the expertise of our teams to design a series of virtual workshops to help your people grow as individuals, as managers, and together as teams.

- Improving personal performance
- Sharpening communications
- Assertiveness skills
- Managing conflict in the workplace
- Intelligent selling
- Management skills
- And more

Click **here** to find out more about our Applied Knowledge courses.

INTEGRATIONS INTO YOUR ATS PLATFORM

Using either our Open API or one of the built-in integrations, seamlessly integrate Perform into your ATS. We integrate with many of the world's leading ATS platforms, including Workable, Greenhouse and Teamtailor. Integrating with your ATS can reduce the load on your HR and talent acquisition teams by automating assessment workflow and help create a seamless experience for your candidates.

Click **here** to find out more.

To find out how Thomas Perform can help you to recruit, retain and develop the right people for your business, visit **www.thomas.co** to contact a member of Team Thomas today.