

## What is GIA?

GIA is an aptitude and ability assessment that measures a person's mental horsepower. It is an independently validated group of tests that provides answers to questions such as:

- Can this person think on their feet?
- How adaptable is this person to change?
- Can they cope with the mental demands of the job?
- Is this person a problem solver?
- To what extent can we develop this person using training?
- Is this person sufficiently challenged?
- Do they have the capacity to handle greater mental demands in their role?
- Could this person drive change in the organization?

### Features

*Assessment type:* Aptitude & ability

*Time to complete:* 30 - 40 minutes

*Format:* 5 short timed tests

*What training is required:* GIA certification - 1 Day



“Using Thomas GIA, our new recruits hit the ground running and start selling more quickly.”

Sarah Benson, Yell

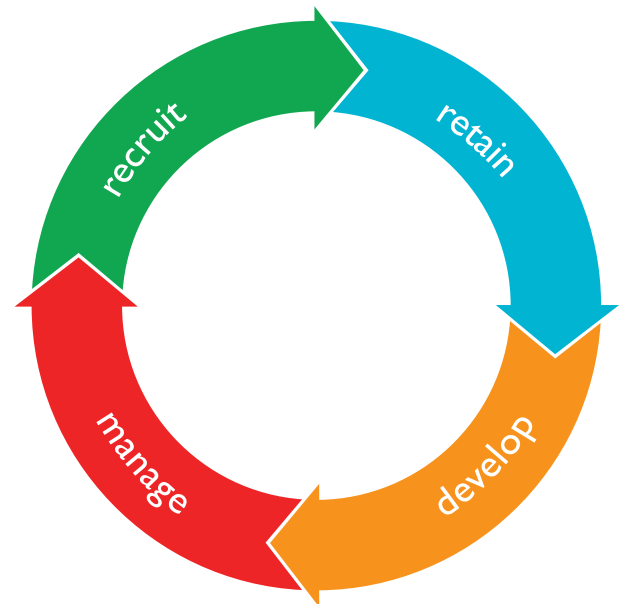
## How can GIA help you?

### ➔ Recruit

How quickly a recruit learns new procedures and reacts to change can mean the difference between success and failure in their job. And a resume can only tell you so much. By measuring mental horsepower, Thomas GIA can tell you who will hit the ground running and make an early impact in their role. It will help you understand how quickly your candidates learn and retain new skills and procedures, and give you a reliable prediction of their potential to grasp or develop into a new role.

### ➔ Retain

As the economy shifts, it's essential your talent stays with your business to underpin and drive its future growth. Thomas GIA will help you understand whether they are under- or over-challenged, enabling you to take action to motivate and engage them, and proactively improve employee retention.



Our assessments will provide an insight into your people's 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.

### → Develop

Developing your top performers, making sure they are challenged and stimulated, is a continual struggle in many businesses. Thomas GIA will enable you to understand which of your talent will respond best to development activities, how open they truly are to development, and how to give them the appropriate levels of challenge.

### → Manage

Change is inevitable in today's business environment and it's essential that your leadership team can adapt. Thomas GIA will help you to identify the managers in your business with the potential to drive and manage change. It will enable you to understand how well your managers adapt in a fluctuating environment – and how well they'll respond to development – putting you in a position to strengthen your management capabilities.

## What you get

Thomas GIA takes 30 - 40 minutes to complete and you are provided with a report that shows how accurately and quickly the person is able to handle:

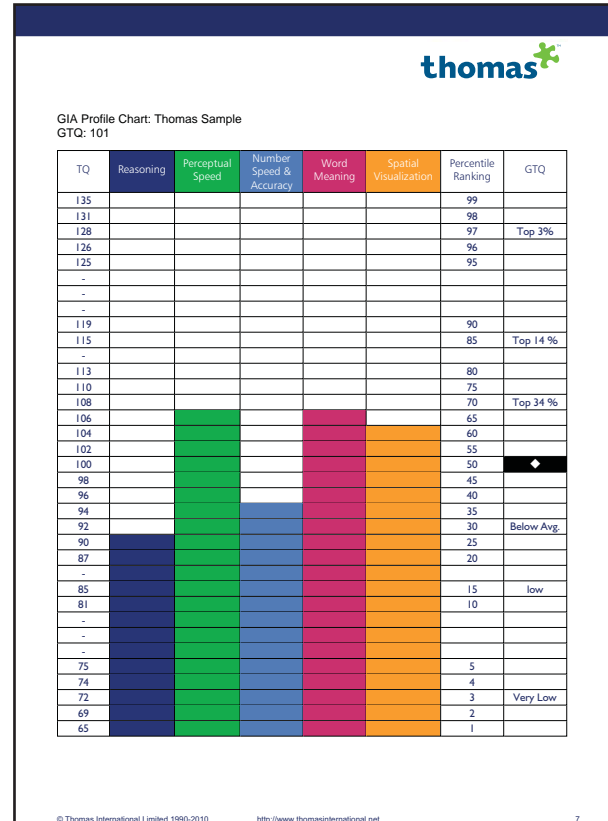
- Reasoning
- Perceptual speed
- Numbers
- Word meaning
- Spatial visualization

An overall percentile provides an estimate of the person's general intelligence, reflecting both fluid intelligence and crystallized intelligence. Its accent is on response to training, mental processing speed, concentration and fast track potential.

## How you're supported

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

Providing unrivalled support, Thomas' client service team blends the skills and expertise of consultants, occupational psychologists, facilitators, client service advisors and technical support.



Example: GIA Sample Report