

## About Thomas

Thomas International provides people assessments which empower business leaders to transform the performance of their teams and individuals – and deliver an immediate impact on their organization.

We help our clients recruit, retain, develop and manage their people. We'll give you insight into your employees – what motivates them, their core strengths and limitations, and their potential. And we'll add a high level of certainty to all your people-related decisions.

## In our Clients' Words

"Our customized Sales Benchmark Profile is aligned with our sales strategy and culture and positively impacts our recruiting and selection process. Our Sales Managers make better hiring decisions and have the ability to utilize the information for on-boarding, performance management and retention which positively impacts our sales results."

HR Director, Citrix

"IKEA A/S primarily uses the Thomas System in developing their employees. Employee turnover has decreased from 46% to 27% and absenteeism has decreased from 10.6% to 5.8%, all in just one year."

HR Manager-IKEA A/S Contact Center

"A quantified measure on return was seen in the reduction of turnover by 21%...the direct operating cost of turnover has been reduced by over half a million dollars."

Manager HR, Trylon TSF

"I fully support and recommend both Thomas as a business tool and our Senior Consultant who has been incredible in terms of support for the organization and she is a very credible resource for our business."

VP of HR, Grand & Toy Limited

### Thomas by the Numbers

- 30 Years in Business
- 32,000 Global Clients
- 250,000 Trained Users
- 60 Global Offices
- 56 Languages
- 300 Consultants
- 1 Unified Assessment Platform



### Our Difference

- **Assessment Specialists:** Thomas specializes in providing robust workplace focused assessments for people, jobs and teams. For the past 30 years this has been our focus and core competence.
- **Building Client Capabilities:** Thomas trains and supports assessment users to be experts at applying assessments in their organizations. We certify users and they receive support through webinars, knowledge sharing on a resource website, and readily available Consultants and Client Advisors.
- **Technology:** Our web interface is simple and intuitive for the user. 98.1% of clients say it is easy to use. Our technology can also be built into 3rd party technology (ATS, Career Portals, other Talent Management SaaS, Employee Intranets, etc.)
- **Flexibility:** Thomas assessments work for any job, candidates, and employees at any level for selection and development. The investment in assessments during the recruitment process can be leveraged throughout the talent management cycle.

## How we rate with Clients:

- 98.3% of clients would refer Thomas to a colleague
- 98.2% of clients said the investment in the Thomas system and services met or exceeded their expectations
- 98.1% of clients said our web system was easy and user friendly
- 97.6% of clients said their technical questions or issues are resolved quickly

2011 Thomas North American Client Survey  
(46 different organizations participated)

Thomas provides training and support for organizations to effectively apply the assessments in achieving business results. All assessments and reporting are administered and stored on a secure web platform.



### Individual Behavioral Assessment (PPA)

PPA applies to the full talent management cycle, from pre-employment through development and succession planning, for any role.

**Reports:**

- Personal Profile Analysis
- Graphs & Scores
- How to Manage
- Strengths & Limitations
- Executive Summary
- Training Needs
- Personal Review
- Candidate Feedback
- Management Audit
- Sales Audit
- Admin/Tech Audit
- Call Centre Audit
- Customer Service Audit
- General Questionnaire
- Management Interview Questionnaire
- Sales Interview Questionnaire
- Interviewer's Guide
- Career Guide
- Compatibility Assessment
- Customized Reports



### Job Behavioral Assessment (Job Create/HJA)

Job Create and Human Job Analysis (HJA) tools enable you to quickly and effectively identify job success behaviors for any role at any level in your organization. This provides you with a standard against which to measure candidates' job fit, and an ideal for developing current employees in the role or those transitioning into the role.

**Reports:**

- Job Profile
- Job Comparison with Interview Guide
- Search and Select



### Team Culture Analysis (Team Create/TCA)

The Team Audit enables a team to align with the business, understand how the team works, the strengths and limitations, and the roles each individual plays to optimize on the contribution to the team.

**Reports:**

- Ideal Team Report
- Actual Team Audit
- Ideal versus Actual Team Audit



### General Intelligence Assessment (GIA)

The GIA enables you to quickly and accurately assess an individual's mental aptitude at work. The GIA can be used at all levels of the organization and is appropriate for use in a wide variety of talent management applications.

**Reports:**

- GIA report



### Emotional Intelligence Questionnaire (TEIQue)

The TEIQue is a trait emotional intelligence assessment that measures emotional competence in a work context.

**Reports:**

- TEIQue report



### Thomas360 Assessments

Thomas360 gathers input from up to 25 people about an individual. The individual is rated on 9 critical competencies of Leadership or Sales.

**Reports:**

- Leadership 360 report
- Sales 360 report