What is PPA?

PPA is a behavioral 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?

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 behavioral issues that will bring the biggest benefit to the business.

Features

- **Assessment type:** Individual behavioral analysis
- **Time to complete:** 8 - 12 minutes
- **Format:** Ipsative (Forced choice assessment)
- **Availability:** 56 languages
- **Validation:** Registered with the British Psychological Society. Validation research available in the PPA Technical Resource Handbook by Sidney H. Irvine PhD FBPsS
- **What training is required:** PPA certification – 2 day
What you get

Thomas PPA takes 8 - 12 minutes to complete and you are provided with an initial pro

file detailing:

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

Once PPA has been completed, you have instant access to over 20 additional reports that enable you to match people to jobs, 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 organization. Indicates behavior under pressure, behavioral modifications and frustrations.

Management audit
A succinct overview of how the candidate will align with typical management competencies.

Candidate feedback
Short positive overview of the candidate’s results. Can be provided directly back to the candidate without a debrief.

How to manage
Tells you how to manage the individual optimally.

Further reports include:
Strengths & Limitations, Executive Summary, Training Needs, Personal Review, Sales Audit, Admin/Tech Audit, Call Center Audit, Customer Service Audit, General Questionnaire, Management Questionnaire, Sales Questionnaire, Interviewer’s Guide, Career Guide, Compatibility Assessment, Customized Reports

“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.”

HR Manager, Trylon TSF

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.