

## 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?

### Features

**Assessment type:** Individual behavioral analysis

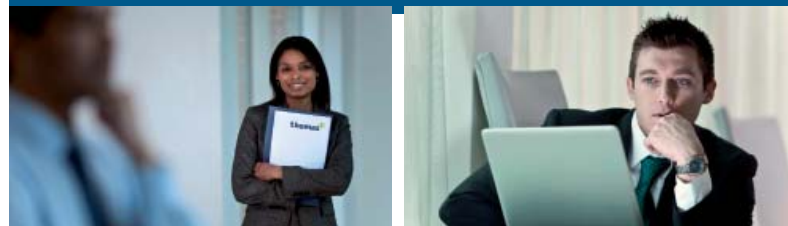
**Time to complete:** 8 - 12 minutes

**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



## 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

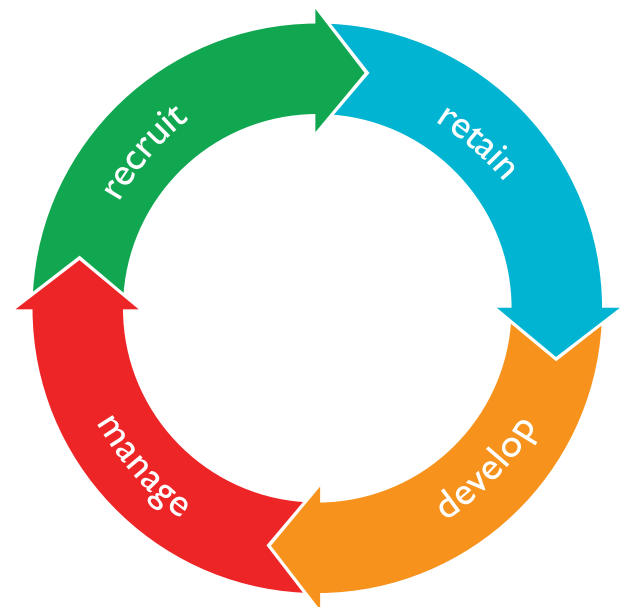
Thomas PPA will help you to reduce staff turnover by identifying what motivates and engages your staff.

### → 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.



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.

## What you get

Thomas PPA takes 8 - 12 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 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

**thomas**

**PPA PROFILE**

Tom Sample Private & Confidential

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SELF IMAGE - GRAPH III

**D I S C**

Tom Sample is social, active, friendly, non-aggressive and diplomatic. He relies heavily on his charm, personality and persuasiveness to achieve his goals. He likes to get things right and can become anxious if he does not clearly understand what is required of him. Tom Sample tends to be a perfectionist and can be excessively self-critical at times. He has the ability to decipher, with enthusiasm, the ideas and concepts of others, even if they are of a rather detailed or technical nature. He is non-demanding and may encounter difficulty in disciplining and in making unpopular decisions.

Tom Sample enjoys working with others and will continually seek a variety of both people and activities. While he can apply himself to detail, it is important to realize that he is not administratively-oriented. He can therefore become bored with routine or repetitive work. Tom Sample is a natural communicator but may have a tendency to talk too much. He is impulsive and may need help in making sound decisions. He may not gather enough support information. He is flexible and energetic, and strives to have several activities going on at once. He needs a clear job description.

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SELF MOTIVATION

Tom Sample will avoid negative situations and will attempt to win others to his point of view. He will seek clearly defined guidelines, responsibilities and objectives. Public recognition is important to this highly people-oriented individual.

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JOB EMPHASIS

Promoting specialized concepts and ideas

The main function of this person's job should require him to persuade others towards a concept or idea. The job should include a variety of both tasks and people. There should be little or no need for him to discipline others on a regular basis. While attention to detail could be included in the role, it is important to

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Above: PPA Sample Profile

“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.