



Thomas Personal Profile Analysis

Using behavioural insight to recruit and develop staff and help teams work better together

Background

Thomas Personal Profile Analysis (PPA) is used for a variety of purposes including recruitment, retention, development, management, career guidance, benchmarking, appraisal and team audits.

It provides an accurate insight into how people behave at work, detailing their preferred workplace behaviours and helping individuals to become more aware of their own work style and that of others.

echelon Director Aaron John is a fully-trained Thomas International Practitioner and is qualified to undertake PPA.

Overview

PPA, which is registered with the British Psychological Society and audited against criteria established by the European Federation of Psychologists' Associations, was developed by Dr Thomas Hendrickson in 1958.

Hendrickson developed the PPA as a self-report system for the workplace and based it on a theory of human consciousness proposed by William Moulton Marston, which states that actions based upon emotions are an individual's biosocial response to supportive or hostile social environments.

How does it work?

The Thomas PPA, which takes just eight minutes to complete, determines how individuals see themselves as responding to workplace situations which they perceive to be favourable or hostile/challenging and whether their response patterns are active or passive. The individual's behavioural preferences are classified in terms of four domains: **dominance**, **influence**, **steadiness** and **compliance** which determine how the individual interacts with the environment.

The initial profiling details a person's:

- Strengths, limitations and communication style.
- Value to the business.
- What motivates them, their basic fears and how they behave under pressure.



"Understanding teams and delivery styles is crucial to ensuring its collective success. Using the Thomas Profile, we were able to obtain a greater understanding on what makes us all tick and why we had some of the conflicts and roadblocks that were ultimately affecting delivery. It was a very rewarding and effective exercise that helped the team develop and grow"

Barnet Homes





How echelon helps organisations use PPA to benefit the workplace

A PPA provides an accurate insight into how people behave at work, answering questions such as:

- What are their strengths and limitations?
- How do they communicate?
- Are they self-starters?
- What motivates them?

It gives employers a greater level of certainty when recruiting, identifying where to maximise their learning and development budget, and understanding where to boost morale to avoid staff turnover, as well as enabling them to spend less time managing underperformers and focus more time on those who will truly drive the business forward.

It can also be used to build teams, identifying people with different work-based behavioural profiles that can complement each other and helping team members to understand how their colleagues work.

We use Thomas PPA to help organisations:

- Recruit the right person.
- Identify people for promotion.
- Put teams together.
- Gauge motivation and morale to pre-empt staff turnover.
- Identify precisely the areas for development that will have the maximum impact on your business.
- Manage performance.
- Improve team and partnership working.
- Boost motivation.

Personal Profile Analysis (PPA) is used for a variety of purposes including recruitment, retention, development, management, career guidance, benchmarking, appraisal and team audits.



"echelon has provided this council with a first-class service and has proved to be innovative and dynamic in its approach to overcoming barriers to success. I look forward to continuing to work with echelon in developing our service and contract delivery, and to expanding this relationship into other areas"

Hinckley & Bosworth
Borough Council



echelon Director Aaron John



PPA in practice

Aaron has worked with organisations including Hinckley & Bosworth Borough Council and Croydon Council to use PPA to help with the recruitment process.

He worked with Crawley Council to build a new asset management team, using PPA to give team members an understanding and appreciation of the people that they would be working closely with.

He has also used PPA to bring together teams in new contractor-client relationships, helping them to be self-aware and to learn how to work collaboratively for a successful outcome for both parties.

echelon Consultancy Limited
echelon House
219a Hatfield Road
St Albans
Herts
AL1 4TB
T: 01707 339800
E: info@echelonconsultancy.co.uk
www.echelonconsultancy.co.uk

Follow us:



@echelonltd