



Psychometric Tools, *Listening for clues*



The world of work is changing

Gen Z job seekers appreciate tech savvy organizations. Recent data suggests they will not even apply for a job with an organization if they think its recruitment methods are outdated. Businesses looking for top talent, even during this pandemic, will need to assure their brand messages **cutting edge technology and Keeping them SAFE.**

Gallup's global survey of 1,900 remote workers from 90 countries reveals that **90%** of remote employees would prefer to work remotely for the rest of their careers. While having the flexibility to work outside a traditional brick-and-mortar corporate office has been feasible for a few decades, working remotely is now becoming mainstream.

Therefore, we need

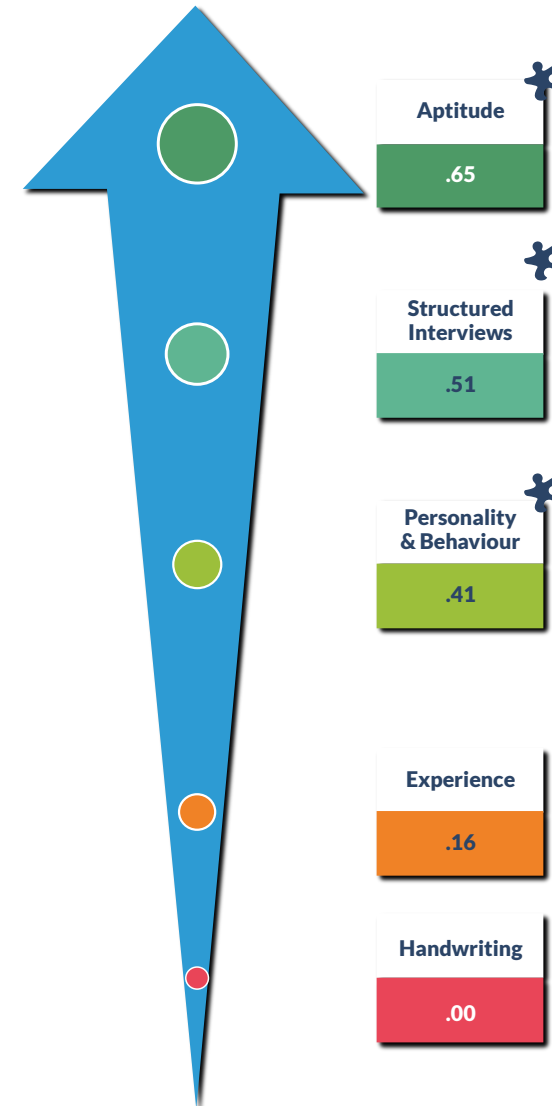
- ✓ **Remote Assessments with**
- ✓ **High Validity where**
- ✓ **Candidates can attempt them from their home and anywhere in the world, in order to**
- ✓ **Ensure whether a candidate and a company are a good fit for each other**



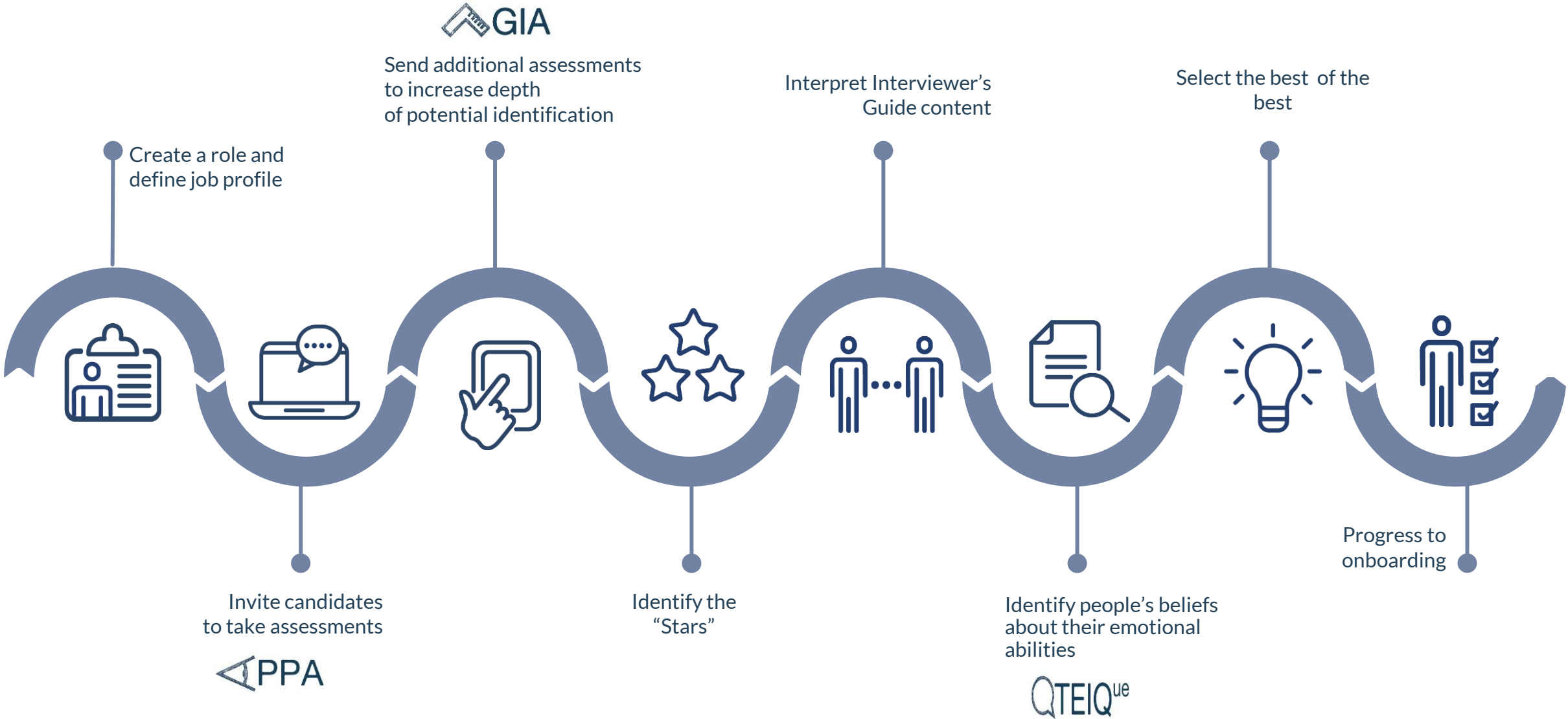
Why **assessments**?

- > CVs only tell you so much
- > Psychological science lets you see the real person behind the CV
- > Supports smarter people decisions with data and science
- > More easily identify the best candidates for a role
- > Reduce bias, increase diversity and inclusion

Psychological factors have some of the **strongest relationships with overall success at work.**

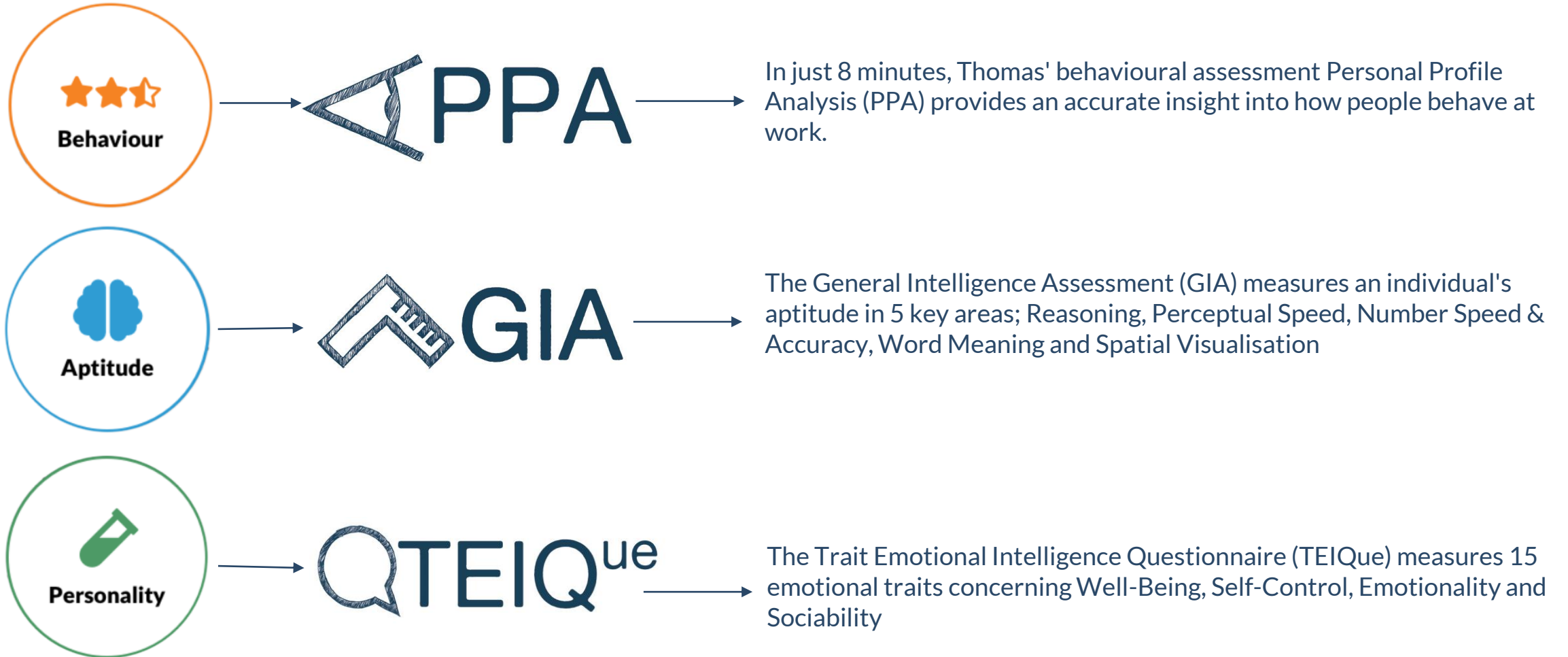


The Recruitment Process



What are the core products?

Thomas' offer is based on 3 core products: PPA, GIA and TEIQue



What makes a good **assessment platform**?



Simplicity



Trust



Insight

- > Outcome-optimised content for immediate use
- > Effortless administration
- > Intuitive, mobile first interface

- > Assessments grounded in proven psychological science
- > Created by and validated with world-class academics
- > Over 23 million assessments taken worldwide in 50 languages
- > Used by over 11,000 customers across more than 140 countries

- > Actionable content driven by predictive analytics
- > Individually-tailored interview guides
- > Suggested best candidate fit for roles
- > Compare individuals side-by-side

Why **Thomas**?



An intuitive platform with robust, validated science at its core



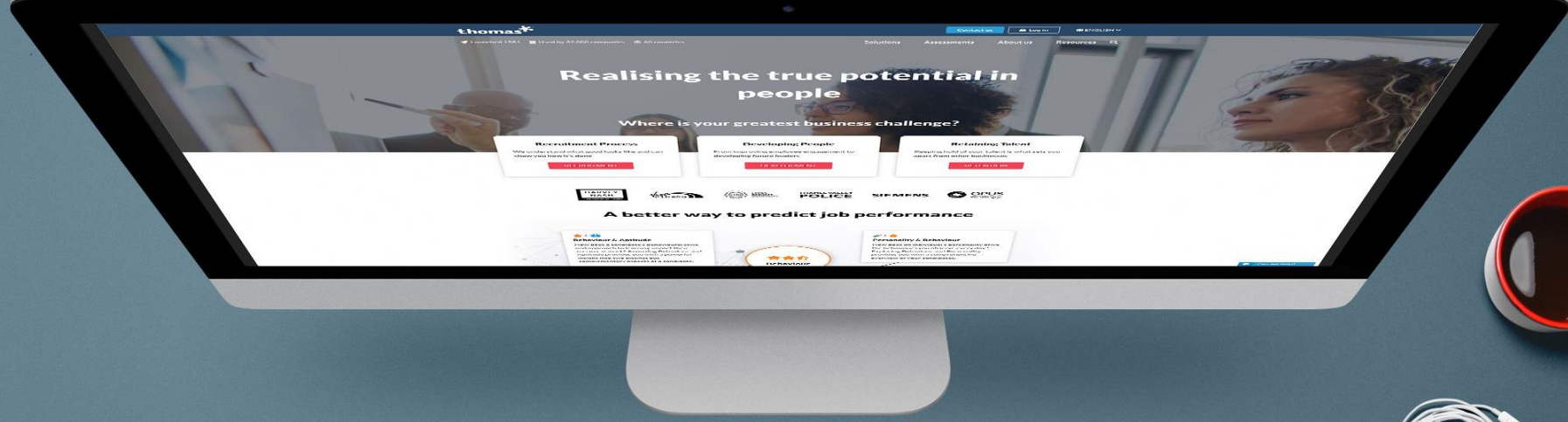
A great user experience for everyone



A leader in the talent assessment market for almost 40 years



A mobile-first, cloud platform optimised for the needs of mid-sized companies



Driving engagement and productivity when teams go remote

Insights from the world of Work Psychology



The world of work is changing

50% Of the workforce adopting remote working by 2020

Struggle with unplugging after work

22%

19% Struggle with loneliness

Source:

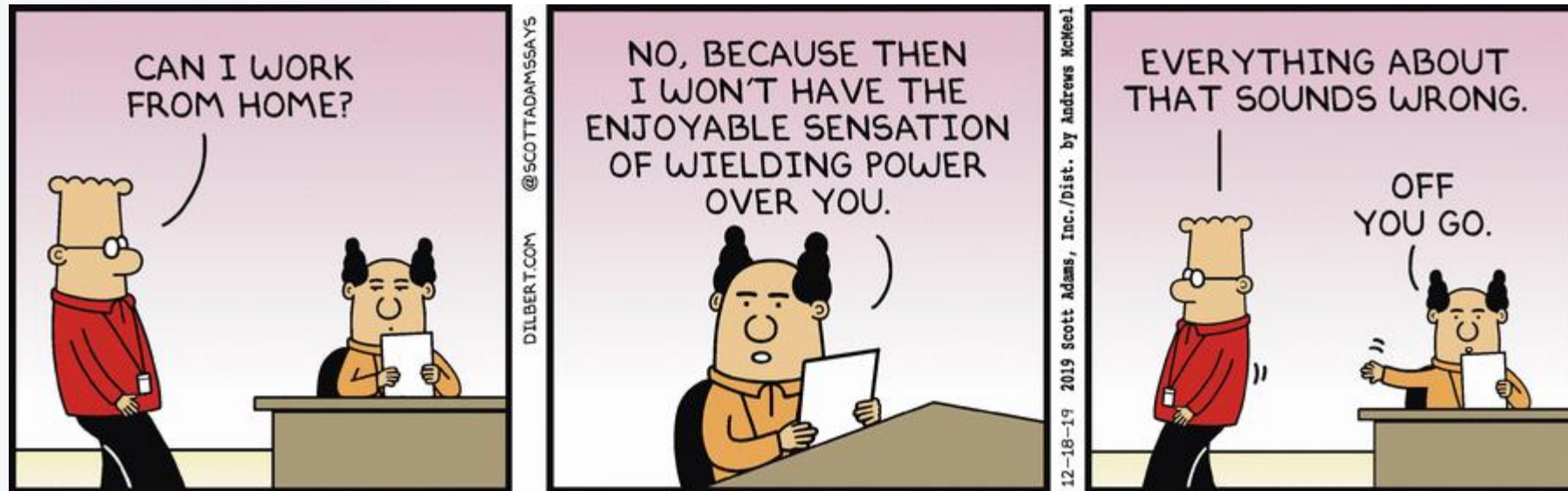
<https://www.ons.gov.uk>

<https://www.forbes.com/sites/samantharadocchia/2018/07/31/50-of-the-us-workforce-will-soon-be-remote-heres-how-founders-can-manage-flexible-working-styles/#78b183815767>

<https://buffer.com/state-of-remote-work-2019>



Managing people remotely can be challenging



Source:

<https://dilbert.com/strip/2019-12-18>





Start by reflecting
on your own
communication style





**Listening for clues –
*identifying different
communication styles***



Adapting your style when communicating from a distance



A woman with long dark hair, wearing a yellow sweater, is sitting at a white table and looking towards a man. She has her hand resting on her chin in a thoughtful pose. The man, wearing a blue and white checkered shirt, is sitting at the same table, looking at a laptop screen. The background shows a window with horizontal blinds and a view of a city. A glass of water is on the table between them.

**How to Support
*different profiles
working remotely***



Our Brand New Remote Working PPA Report!

- A new report summarising a person's potential challenges when working remotely and how you can best support them in a remote-work environment
- Providing insights into remote working, modifying communication and recommendations to engage and motivate.

The image shows two pages from a PPA report. The left page is titled 'Managing Remote Workers' and has a sub-section 'Remote Working'. It contains the following text:

This person may feel lost and disempowered if remote working reduces their ability to drive for results, especially if it becomes harder for them to meet their current goals and targets.

A naturally direct communicator, this person may adopt an increasingly belligerent style with both their line manager and colleagues if they perceive that those people are not prioritising their needs.

- This person likes to be challenged so that ensure you give them tough assignments that will extend them and keep them driving for success.
- Provide regular, concise updates in writing, or on a call. Being informed will help them feel empowered.
- Adapt their targets and performance metrics to reflect a remote working environment to help them feel a sense of success against a new set of goals.
- Ensure that there are communication channels in place to share their accomplishments with others.

At the bottom of the page, it says: 'If you'd like to explore this person's response to remote working and uncertainty more deeply, you will benefit from the insight provided [Personality assessments](#).'

The right page is the cover of the report. It features the 'thomas' logo with a green puzzle piece icon. Below the logo is a collection of green icons representing various work-related concepts like a laptop, a lightbulb, a speech bubble, a checkmark, a mail envelope, a play button, and a headset. The name 'Thomas Acton' and the title 'Personal Profile Analysis (PPA)' are prominently displayed. At the bottom, it says 'Managing Remote Workers', '24 March 2020', 'Private & Confidential', and 'www.thomas.co/terms-conditions'.



Take-away

If we manage individuals effectively and **tailor our management strategies to their needs**, remote working has the potential to **boost employee engagement as well as performance**



Thank you!

