

How assessment can help in your business

Thomas' business assessment tools can help solve your people puzzles

Behavioural assessment can help you:

- Perform through the recession
- Retain your best people
- Improve morale
- Motivate your team
- Recruit the right people to move forward

Perform through the recession

Economic conditions put huge pressure on individual organisations, managers and workers. What is needed is practical help to move forward and perform better now so that when the upturn comes you have the management you need and the people you want to keep. Tests can help you with the business of business.

Everything doesn't just shut down, you still need to run a business and this involves recruiting people even if less frequently. In good times a mistaken appointment is bearable, in bad times its catastrophic. testing can help you get it right.

Development does two things. It keeps people with you, when you can't afford to offer a financial incentive, and prepares your organisation for the future.

Tests lift the pressure because they help create an effective team around you. People become part of the solution.

Retain your best people

Recruiting and retaining people is a crucial component of business success. Getting it right has never been easy. A difficult economic climate can make the task at once more essential and even harder.

It's easy for staff to become de-motivated and insecure. To succeed in a tough market you have to hold onto your top performers.

A recent CIPD survey revealed that the top factor that affected an employee's decision to leave was their relationship with their manager.

Thomas has the tools to that will allow you to understand, engage, motivate and, ultimately, retain, your best people.

Self awareness and an understanding that people work in different ways are the cornerstones to a happy and productive work place.

We can help managers understand:

What makes the people on their team tick

What motivates them

How best to communicate with them

Improve morale

Getting everyone 'on-side' when trading conditions are difficult is vital.

There ARE things you can do about the situation that will strengthen your organisation and improve morale.

The key is understanding what actually motivates your staff.

So, how do you do that? Understanding someone's personality will give you a very clear idea of what motivates them. It's not all about money. Does that person value public recognition and job title? Do they value challenging assignments or new and varied activities? Do they need time to adjust to change?

Behavioural assessment can give you the answers to these questions.

You can't avoid the difficult times but you can have strategies in place to understand your staff and build morale

Motivate your team

If you look around a typical office everybody prefers to work in different ways. Some are assertive, others concerned with maintaining the status quo whilst others are 'people, people'. What motivate and encourages one person will de-motivate and discourage another.

There are many theories on motivation but in essence they can all be boiled down to one basic ideal – find out what your employees want and then find a way to give it to them. Behavioural assessment gives you the answer to the first question – what do they want?

Understanding how people prefer to behave at work, through the use of behavioural assessment, can really engage and motivate people and enable them to make a positive contribution to the success of the business.

Recruit the right people

Recruiting the right people is a crucial component of organisational success, even in a difficult economic climate. Challenging market conditions expose weakness in a business and people issues will have an increasing impact on company performance.

To recruit the right person you need to think in terms of the behavioural requirements of the role: what characteristics are needed to succeed in this job? Do you need someone who can work on their own initiative and who is happy taking risks or are you looking for a team player who can work on repetitive tasks with a high degree of accuracy.

Recruiting the person with the right behaviours will ensure they 'fit' your company culture. People who don't fit won't last.

Assessment can tell you quickly and effectively if the person in front of you at interview has the right behavioural 'fit' for the job you are recruiting for.