

Case study

Vadis People Services



Vadis People Services deliver a range of services that enable their customers to find the right people in an effective way. From outsourcing the entire recruitment cycle to providing contingency support, Vadis build tailored recruitment solutions that combine experience with leading technologies. Vadis also assists in the implementation of clients' HR processes including 360 appraisals and performance management systems.

Vadis have been using Thomas' tools for 15 years to recruit consultants internally as well as part of a client's recruitment process.

Adam Davis, director at Vadis comments "We use PPA as a pre-screening tool once we have short listed the candidates. We are able to email them the PPA to complete in advance of them coming in for a second time."

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There are many recruiters in the UK market but offering this service means we are able to strongly differentiate ourselves from the rank and file."

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profile acts as a vital third party, objective perspective on an individual's work behaviour. It also enables us to pinpoint some areas we need to probe in more detail that we could potentially have missed. We can point to the PPA report and say “according to this you tend to be XXXXX, do you agree” and it then opens up a forum for discussion. It's as if a third person is in the room providing another set of eyes. It means we can challenge someone on their statements in the interview without being seen as confrontational.”

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“The ability to give constructive feedback is also essential from the applicant's point of view. It gets the applicant thinking about themselves and gives them something to take away from the process. It's just as important for us that candidates have a good Vadis experience as it is for our clients.”

“The great thing about PPA is its speed, accuracy and insight as well as its simplicity. It is so straightforward to use as well as give feedback for. The Candidate Feedback option is extremely useful because it really does give candidates something in return for the time they have taken applying for the job, without having to employ the services of a psychologist to do this.”

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