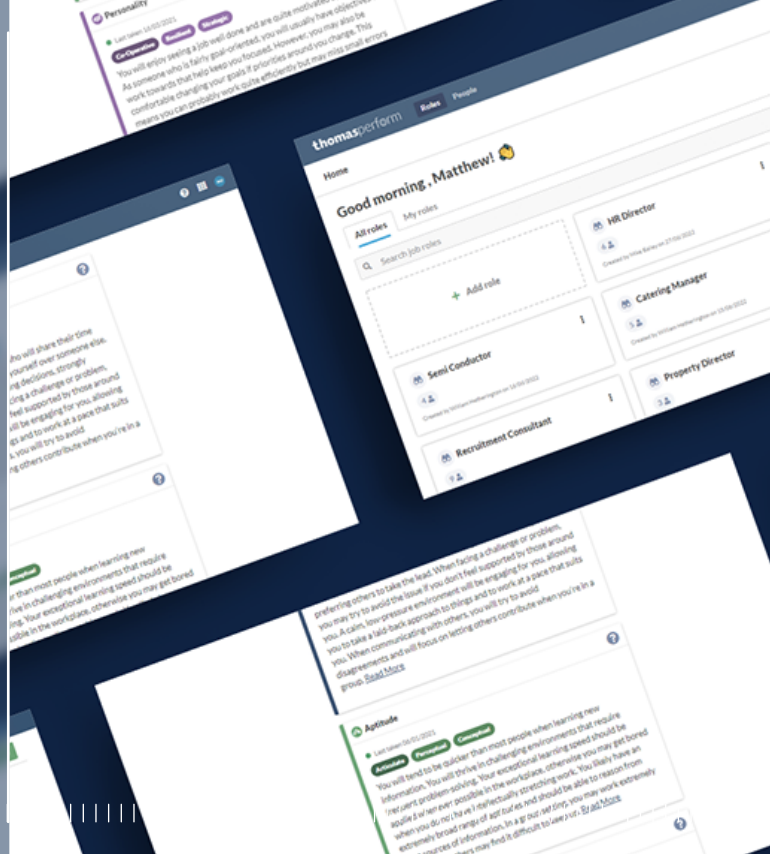


See the potential and capability of your candidates with the Thomas Platform

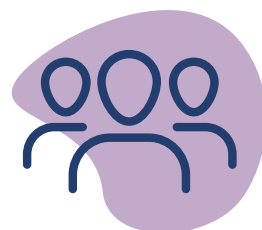


Unlock the potential in people

Hiring and retaining the right people has always been a lengthy, difficult, and costly process. How can you ensure you select the right candidate from many when they all have similar experience or qualifications? Seeing beyond those carefully curated experiences that a CV or LinkedIn profile presents can be difficult, and while experience and qualifications are an important part of a candidate, their CV doesn't reveal everything about them. During the skills gap, finding staff with the exact skills and experience you require can be almost impossible. How can you find those candidates with the potential to succeed and pick up the necessary skills on the job? Will they fit with the rest of the team? Are they likely to clash with their line manager? What really motivates them? And very importantly, how do you find this out without negatively impacting the candidate experience?

Removing bias from your hiring decisions

Diversity and inclusion is a key priority for businesses today, so it's more important than ever before that employers appreciate the complexities and explore emerging solutions for diversity recruiting - including using assessment tools that support objective decision making, and help remove unconscious bias from the recruitment process, eliminating any risk of adverse impact.



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Thomas Perform makes it easier for businesses to be more objective in their recruitment, to reduce unconscious bias and to hire candidates based on not just their experience, expertise and qualifications, but also on their soft skills and likelihood to be a good fit for the role, the team and the company.

Laura O'Driscoll, Managing Director at OD Talent Solutions

See beyond the candidate – reveal the person

The Thomas Platform is the market's leading talent assessment platform, combining technology, psychology and data to translate people's diverse characteristics into easy to understand, easy to action insight that is accessible to everyone to support their recruitment, retention and development decisions.

Consisting of two applications – Thomas Perform and Thomas Profile, the Thomas Platform makes it easy for all companies to unlock the potential of their individuals and teams through assessments, without having to hire psychologists or gain certifications.

Thomas Perform enables organisations of any type to use a broad range of behavioural, personality and aptitude assessments to make more objective and informed recruitment, retention, and development decisions.

Thomas Profile allows individuals to create their own Thomas Profile via free access to our suite of assessments. This gives them valuable self-awareness through insight into their own behavioural characteristics and personality traits that can then be shared directly with organisations that may be using Thomas Perform to assess and recruit talent. This self-awareness combined with an intuitive interface further enhances the candidate experience, helping to cement your company's reputation as an excellent place to work.

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After introducing Thomas into our recruitment process, we immediately saw a better calibre of candidate at interview and our churn rate reduced by 50%.

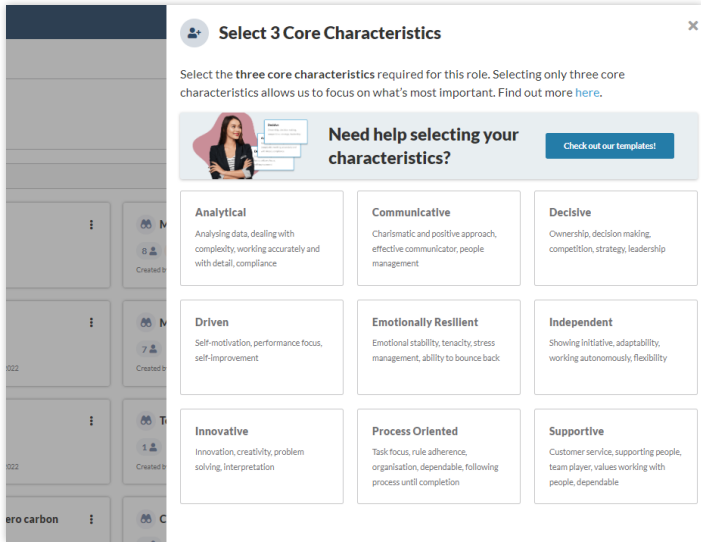
Bob Taylor, Managing Director at Everything Office



Using the Thomas Platform in recruitment

While every organisation has their preferred recruitment process, at Thomas we've supported tens of thousands of customers through their recruitment journeys over almost 40 years. We've learnt a lot from these customers, and our assessments can support you in your recruitment process.



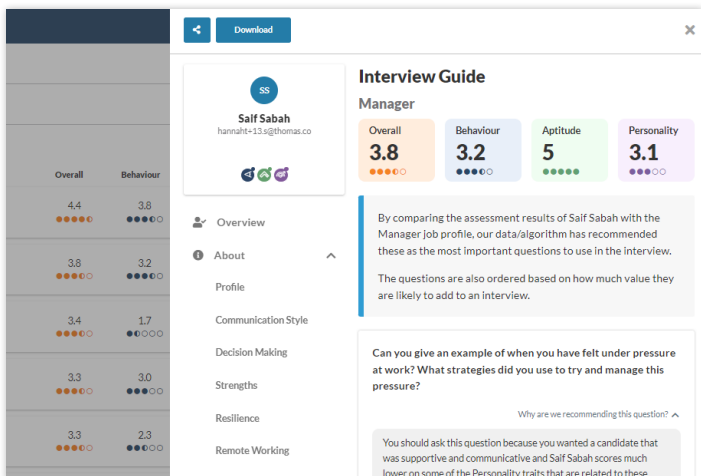
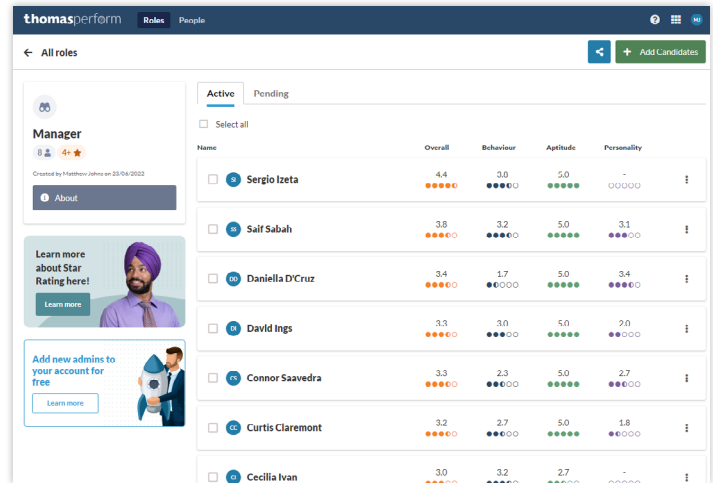


Define your ideal candidate

Create a job profile, setting the level, learning requirements, pace and variety of the role.

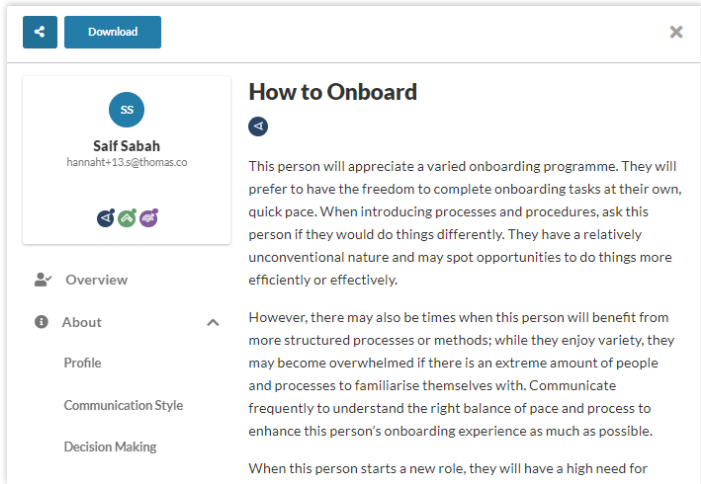
Then select three core characteristics that the ideal candidate should have. Do you need the candidate to be analytical, communicative, decisive, independent, driven or innovative? If you're not sure which might suit you, why not be guided by one of the job role templates within Thomas Perform?

Add candidates to the job profile to compare the results of their assessments against the job profile using simple star ratings to see which is the most suited objectively.



Focus on the individual in the interview

View automatically generated interview guides tailored to each candidate based on the results of their assessments to dig into the candidate's strengths and weaknesses in more detail.



Bring your new starter onboard seamlessly

Personalised onboarding guides based on candidate assessment results make it easier for them to settle in and start becoming productive, faster. The story doesn't end here, though - use the content in Thomas Perform to better manage and develop your people once onboarded. Unleash the power of your people, and enhance your employee experience with the insight that Thomas Perform gives.



Thomas Perform was intuitive to use, and being able to quickly access individually tailored, business-specific content on how to manage, motivate and onboard team members, as well as being able to view their strengths and communication preferences will be invaluable to people managers everywhere, especially those new to management.

Tracey Knowles, Head of HR and Talent at sales-i



If you're looking to strengthen your recruitment processes, reduce bias and see beyond candidate CVs, then visit www.thomas.co or get in touch with a member of Team Thomas to find out how Thomas Perform could help you to recruit, retain and develop the right people for your business to thrive.