



TRISIGMA

PEOPLE MANAGEMENT SOLUTIONS

ORGANISATIONAL PERFORMANCE & REWARDS

TAIS Performance Predicting Toolkit

The **TAIS** toolkit provides clients with ease of access to the **TAIS performance Inventory system**, no matter the need or context. Selection, Capability Assessment & Development and Interaction reporting amongst other applications delivered in a very *cost effective manner*.

Performance Under Pressure

The process starts with '**The TAIS 'Performance Report'**', which provides a prediction of **individual performance** *and can provide a* predication of **team interaction effectiveness** with the completion of a single *questionnaire*.

The **TAIS** questionnaire is available on-line or in hard-copy, and takes about 30 minutes to complete. From this questionnaire you are presented with a 25 page performance report providing a comprehensive **insight** into an individual's attributes and ability to **perform under pressure**.

Interaction Effectiveness

Interactions with peers and managers can often be a key success factor for people being able to give life to their innate capabilities and to deliver on role requirements. The problem is, it is hard to know whether someone new to the group will 'fit-in' with other team members.

From the same responses used in two '**TAIS Performance Reports'**, our psychologists do an assessment of the key elements affecting how a candidate is likely to interact with their proposed manager. '**The TAIS Interaction Report'** provides **insight** into potential challenges that two people may have, if they have to work with each other. Hence clients can select between two otherwise equally talented candidates on the basis of their potential to interact effectively, or, establish a framework that allows the benefits of diversity to be realised.

Time Saving Solutions

For time poor managers and human resource practitioners involved in the selection & development processes, we provide three reports that provide time saving solutions. These reports summarise the findings from the main performance report into easy to use information and recommendations for different purposes.

Our '**Executive Summary Report'** reduces the 25 pages of detailed reporting into an easy to understand and interpret one page summary of powerful information for managers and human resource professionals.



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Our **'Role Comparison Report'** compares and summarises the 25 pages of the main performance report to one page, reporting against client provided role specific criteria, attributes and capabilities that an incumbent needs to have to be successful and to perform to the required standard. This report also provides our recommendations on the likely success of a candidate if selected for any given role.

Our **'Best Fit Report'** is used when there are multiple candidates and takes the findings from multiple 25 page **'TAIS Performance Reports'**, compares them to a client provided role specific attributes & capabilities criteria and provides a time saving 3 to 4 page summary with recommendations, indicating which candidate is most likely to be successful in the role.

Our **'Best Fit Report'** is a cost effective solution for time poor executives and avoids the need to spend many hours reading and interpreting the comprehensive information provided by the main **'TAIS performance report'**.

Targeted Development

Targeting development activities to objectively assessed gaps is a time consuming and often delayed activity, usually not undertaken until organisations get to know a person.

Our **'Development Report'** summarises and interprets the 25 page main **'TAIS Performance Report'** into a 3 or 4 page development plan, with suggested interventions that managers and human resource professional can use to help objectify development, coaching and mentoring plans.

Our **'Development Report'** reduces the time and costs of getting to know your people, and helping them improve performance sooner and thereby accelerating coaching & mentoring planning activities, again increasing the costs effectiveness of related activities.

TriSigma's Tool-Kit of TAIS and advisory services provide arguably the most cost effective and powerful psychometric and human resource services currently available.

For further information about the TAIS

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