



# Get your hire right the first time

**Build a job profile based on people science and find the person who really is the best fit for the role by using Thomas Assess for job role profiling and improve your hiring accuracy.**

**We know how brilliant people science is, and the incredible things it can do for people at work, and it can help even before the candidate steps through your door.**

**Our job role profiling capability is user-friendly, comprehensive and powered by people science. So that you know you're talking to the right people for your role.**

## Create your job role

You can easily choose the most important characteristics for the role in Thomas Assess, which will help you prioritize what's important based on what you need when you build the job role profile.

The assessments needed for the role are automatically selected for you and sent out to the chosen candidates, giving you the key insights into a candidate's strengths – directly related to the characteristics of the role.

**Select 3 Characteristics**  
Select the three characteristics required for this role. Selecting only three characteristics allows us to focus on what is most important.

Need help selecting your characteristics? [Check out our templates!](#)

3 of 3 selected 100%

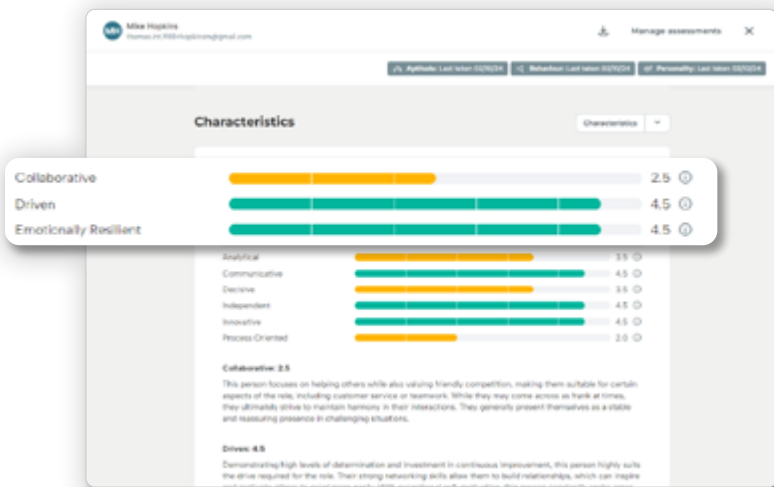
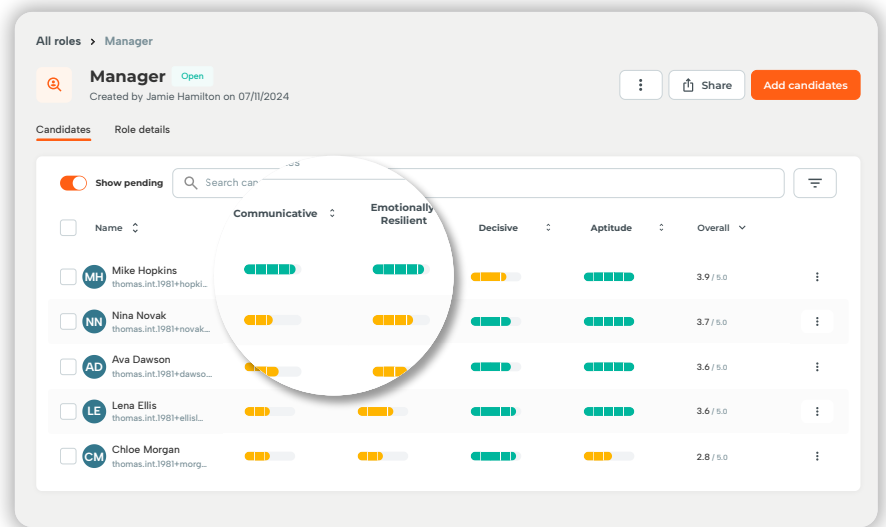
<b>Analytical</b> Analysing data, dealing with complexity, working accurately and with detail	<b>Communicative</b> Charismatic and positive approach, effective communicator, persuades others <input checked="" type="checkbox"/>	<b>Decision-Making</b> Strategic thinking, decision-making, competitive, strategy, direct approach
<b>Driven</b> Self-motivation, self-improvement, focused on performance and delivering results	<b>Emotionally Resilient</b> Emotional stability, tenacity, stress management, ability to bounce back	<b>Independent</b> Showing initiative, adaptability, working autonomously, flexibility
<b>Innovative</b> Innovation, creativity, problem solving, interpretation <input checked="" type="checkbox"/>	<b>Process-Oriented</b> Attention to detail, rule adherence, organisation, reliable, follows process until completion	<b>Collaborative</b> Customer service, supporting people, team player, values working with people, dependable <input checked="" type="checkbox"/>

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## Comparing candidates

The candidate ranking gives you a snapshot of your top candidates, ranked based on their profiles and how they compare to the job profile you created.

So, when it comes to comparing the candidates to the role, it's easy to see who comes out on top. Helping you filter the best candidates more quickly.



## Candidate report

Our candidate report goes further to give you everything you need to make the most accurate decision. Where the candidate ranking gives you a snapshot of your top candidates, the report provides deeper insights. All characteristics are included, which means you get a more complete picture. And if there were other characteristics you wanted to evaluate for the role, they're all here in the report.

Now you can more easily match the candidates to your job role and improve hiring accuracy at the same time.

Get in touch

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