

THOMAS CONNECTION INTELLIGENCE PLANS

TEAM PLAN – ELIGIBILITY

Team is needed when:

An organisation wants to improve in its workforce, connection, collaboration and team development.

Typical examples

- Team productivity
- Conflict resolution
- Manager-employee relationships
- Team trust
- The Team plan cannot be used to support any type of hiring use cases.

The Team plan cannot be used to support any type of hiring use cases.

PROFESSIONAL PLAN – FAIR USAGE HIRING

Professional is needed when:

- The organisation is hiring for its own workforce
- Hiring activity is proportionate to organisational size
- Hiring is role-specific or episodic, rather than continuous campaigns
- Assessments are used to support hiring decisions, not to operate a large-scale screening pipeline
- Hiring is conducted by internal HR or talent teams

Typical examples

- Hiring for individual roles or small numbers of positions
 - Specialist or leadership hiring
 - Hiring tied to normal attrition or growth
 - Internal mobility or promotion decisions
 - Development-led hiring or role-fit assessments
-

EXPERT PLAN - HIGH-VOLUME HIRING

Expert is needed when:

- Hiring is campaign-based, repeatable, or large-scale
- Assessments are used as part of an operational screening pipeline
- Hiring involves large candidate pools, such as graduate or early careers programmes
- Hiring is conducted on behalf of other organisations (e.g., recruitment agencies, RPOs, partners)
- The organisation requires centralised, consistent interpretation at scale
- Hiring activity is expected to occur continuously or in recurring cycles

Typical examples

- Graduate or early careers recruitment programmes
- Large intake hiring campaigns
- Seasonal or volume recruitment
- Centralised assessment centres
- Agency-led or intermediary hiring
- Partner or “Powered by Thomas” hiring solutions