

# Providing objective insights for Dutch employment advisory Jonker

## Tools used



## About the company



### Jonker

**Company size:**  
11 employees

**Industry:**  
Career advisory

**Netherlands**

**Website:**  
[www.ad-profs.nl](http://www.ad-profs.nl)

## Company Overview

### Employment Consultancy Jonker BV

Employment consultancy Jonker offers a wide range of social security and reintegration services. They support Polish immigrants working in the Netherlands who are dealing with personal injury. Jonker provides information, occupational health examinations and help with reintegration into work.

## Challenge

Jonker offers career counselling to Polish employees who have had an industrial accident and want to return to work. The consultancy assists these clients in obtaining access to the right care and also offers career advice. In order to provide this advice, the company was looking for an objective measurement that would enable them to provide targeted advice to the clients entrusted to them.

Founder Henk Jonker says: "We are often called in by our clients at a time when the absenteeism process has already been going on for some time, and an objective, and well-founded opinion is required from us at short notice. We have discussions with the client to understand their wishes and advise them on possibilities for returning to work that are within their physical capacity. In addition to data on physical and mental capacity that we receive from medics, we also have to analyse what type of work best suits the client within their current limitations."



## Solution

Jonker knew from experience that extensive client information and interviews are often still not enough to offer them the right guidance. The use of assessments provides the consultancy with objective insights which help guide its career advisory work. Although Jonker never relies purely on the results of the assessment, “In many cases, [the assessment] strengthens and objectifies our advice to clients.”

“We use the Personal Profile Analysis (PPA) from Thomas International for all of our clients. The PPA gives us insight into their behavior in the workplace. With this, we can give deep insight into clients’ preferences, and accurate advice for their future career. For example, we regularly deal with clients who would like to start their own business. If the assessment shows that their work behaviors are not conducive for entrepreneurship for example, we can explain this to the client in a substantiated way, and look for a career that fits their natural competences and traits.”

## Results

The PPA assessment provides insight into an individual’s behaviour in the workplace, enabling Jonker to pass this valuable information on to its clients. “This makes conversations easier for us, because we advise our clients based on a solid foundation, instead of on feelings and assumptions. In addition, it is also a very valuable report for the client, who gains more insight into him or herself, and learns about his or her own behavior. A big advantage of Thomas International’s PPA is that it is also available in Polish, so all our clients can complete the assessment in their native language.”



**For more information  
about how we can help  
deliver confidence for your  
organisation, get in touch.**



01628 244 024



info@thomas.co.uk



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