



# Thomas Diagnostic Reviews

## Thomas Diagnostic Reviews

Thomas Diagnostic Reviews are directed at teams with a focus on raising the performance bar by identifying both barriers to performance, as well as ways to address these barriers. Diagnostic Reviews also enhance the performance and productivity of the team and improve team cohesiveness and communication. Diagnostic Reviews work particularly well with executive, management and sales teams.

## The Review Process

### Introduction

- Why we need to understand ourselves
- Delegates complete profiles
- DISC explained

### Identification of team barriers to performance

- Brainstorm - to identify barriers
- Comparison analysis to assess the degree of consensus on priorities

### Human Job Analysis

- Identify the ideal culture
- Compare with the actual culture
- Assess individual jobs

### Team Development

- Gap Analysis of actual team culture versus ideal team culture
- Assess compatibility of team members and behavioural modification needs to enhance team communication and interaction

### Modifying behaviour

- Sales and service application, in “speed reading” the client
- Management application in coaching and supporting others.

### Training needs

- Analysis of individual and team needs
- Suggestions to address needs and close individual and team performance gaps

### The Diagnostic Review includes:

- In-house sessions
- Individual assessments of each participant
- Individual feedback, provided one-on-one to participants
- Identification of barriers to performance and ranking in priority sequence
- Comparison of individuals to their job demands
- Training needs analysis
- Assessment of current and future culture needs
- Full report with recommendations
- Follow up team coaching



Thomas International Inc.  
2 Robert Speck Parkway, Suite 750  
Mississauga, ON L4Z 1H8 Canada

Toll Free 1-888-597-6455  
Tel 905-306-2797 Fax 905-306-2796  
Website [www.thomasinternational.net](http://www.thomasinternational.net)  
Email [info@thomascan.com](mailto:info@thomascan.com)

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## Diagnostic Review benefits:

- Increases performance of teams, management, or sales groups, providing payback in weeks.
- Identifies ideal and current cultures and recommends actions to meet needs.
- Identifies problem areas and challenges clearly.
- Focuses the team on their strengths and challenges.
- Provides individuals with the opportunity to look at themselves, understand their impact on others and assess where behaviour modification may be required.
- Diagnostic Report presents a full review of the process and makes recommendations for training and development to close performance gaps and meet challenges.
- Encourages self-regard, enthusiasm, motivation and valuing differences.
- Maximizes return on human investment.

**Diagnostic reviews are specifically designed to address barriers to performance and team cohesiveness, such as:**

- Poor performance
- Lack of focus
- Internal conflict
- Inadequate capabilities
- Team shortcomings
- Harmful rivalries
- Group think
- Fragmentation
- Stuck culture
- Resistance to change
- Low morale
- Insecurity
- Team conflict
- Poor self-awareness