

SWAYAM ANALYTICS PVT. LTD.

स्वायाम



PERSONALITY DECODED

Psychometric Personality Assessment Platform for Recruitment & HR Development

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# The Teacher Foundation

## A Case Study



The Teacher Foundation®

# INTRODUCTION

The Teacher Foundation (TTF) is an specialized organization that aims to revolutionize India's education system by working with schools, educators, and administrators to achieve excellence.

Over the past 20 years, TTF has impacted over 98,000 teachers, striving to create dynamic and outward-looking educational institutions.

# REQUIREMENTS FROM TTF

- Needed to understand the strengths and weakness of employees.
- Identify training needs in employees.
- Identify prevalence of stress in employees.
- Identify other roles that employees would be capable of taking on.
- Identify employees with high potential.
- Identify employees who can take higher roles and responsibilities for succession planning in TTF.

# SWAYAM'S APPROACH

- Growth assessments conducted based on number of years of experience of employees.
- Personalized report was available after completion of the assessments.
- The reports included an analysis of their personality, competencies, and stress levels.
- An analyses of all employees who took the assessments were conducted and this group analysis was submitted to the head of the institution along with discussions for an in-depth understanding of all aspects of the analyses.

## RESULTS DELIVERED—TO EMPLOYEES

- In-depth analysis of employee's personality—physiological, psychological and stress levels.
- Honesty/manipulation/confusion while answering the assessments is displayed in the report.
- Roles individuals would perform well/ones they are already performing are mentioned.
- The different competencies under People, Self and Business were analysed.
- Caution and growth areas and possibilities for improvement are also mentioned.
- Curated resources—videos, books, papers, podcasts to help employees overcome weak traits.



## RESULTS DELIVERED—TO THE EMPLOYERS

- After completion of assessments, employees were provided with individual reports.
- The management and employers were provided with group analyses of employees.
- These were provided high-level understanding of employees which helped them in L&D needs & training.
- Distribution of age, gender, name of employees who answered honestly / not and stress levels are provided.
- Competency analyses of all employees, on different categories-People, Self and Business were provided.
- An analysis of employees at risk of attrition, identifying high-potential employees, key motivators provided.
- Other areas where employees have good performance potential in, along with strategies to retain them provided.
- These analyses helped the management identify employees who could take leadership roles within the organization, along with those that could be nurtured and trained as part of their Succession Planning program.

The report was very comprehensive and provides a comparative insight into team members' professional, people and personal competencies. This helps us identify our areas of collective strength, collective growth areas as well as individual strengths and individual growth areas. The Swayam tool has immense potential for use in the annual appraisal of staff as well as for identifying people who can be groomed for leadership roles.

- [Maya Menon \(Founder & Director\), The Teacher Foundation](#)



# ABOUT SWAYAM

Swayam is the outcome of 22+ years of experience and 12 + years of pre and post-doctoral research by our Founder-Director, Dr Shilpa Datar. These tests have been used by national and international Universities as part of their research in people behaviour and analysis, and have been presented at various international forums like Bank of America Merrill Lynch, and are accredited by Indian Institute of Business Psychology.

The tests are Swayam are the only ones in the world analysing physiological, psychological & ethical aspects of behaviour making it holistic, in-depth, and comprehensive while offering unparalleled accuracy in decoding behaviour. This results in detailed, multi-layered interpretations without the need to take multiple tests.

Swayam reports have a min. accuracy of 80% which organizations can depend on as it is backed by science and data to help them take critical decisions that save money, time and effort with confidence.

# THANK YOU!

Swayam

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