

SWAYAM ANALYTICS PVT. LTD.

स्वायाम



PERSONALITY DECODED

Psychometric Personality Assessment Platform for Recruitment & HR Development

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The Teacher Foundation®

# Enhancing Organizational Effectiveness Through Training Need Analysis

A Case Study on THE TAECHER FOUNDATION

## The Teacher Foundation

- The Teacher Foundation (TTF) is based in India and founded by Maya Menon in 2002.
- It aims to revolutionize India's education system by working with schools, educators, and administrators to achieve excellence.
- TTF has impacted over 98,000 teachers in the past 20 years.
- TTF strives to create dynamic and outward-looking educational institutions.

# CHALLENGES

- Understand the strengths and weakness of employees.
- Identify employees who can take higher roles and responsibilities for succession planning.
- Identify training needs in employees.
- Prevalence of stress in employees.
- Other roles that employees would be capable of taking on.
- Identify employees with high potential.

- Administer appropriate growth assessments based on years of experience.
- Provide individualized reports on personality, competencies, and stress levels.
- Conduct comprehensive analysis of all teachers.
- Identify high potential employees and strategies to retain them.
- Submit a comprehensive group analysis report.
- Provide retention, training and engagement strategies.

# IMPLEMENTATION

- The employees at TTF were administered growth assessments based on the years of experience.
- Each employee received individual personalized report after completion of assessments.
- Reports contained analyses of their personality, competencies, and other factors.
- Group analysis report was submitted to the head of the institution.
- Discussions were held to provide an in-depth understanding of all aspects of the group analyses.



## For Employees

- Detailed analysis of overall personality traits.
- Identification of strength and development areas.
- Competency analyses under People, Self, and Professional categories.
- Curated resources for personal and professional development.

## For Employers

- Group analysis report for management.
- Competency analyses of all teachers.
- Identification of learning & training needs.
- Provided engagement and retention strategies.
- Identification of Hi-Po employees for succession planning.

## TESTIMONIAL RECEIVED

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](#)



# CONCLUSION

By implementing a comprehensive assessment process, The Teacher Foundation was able identify their areas of collective strength, collective growth areas, as well as individual strengths and individual growth areas. This also enabled them to do succession planning effectively.

Based on the success of this initiative, it is recommended that The Teacher Foundation continue to invest in employee development programs and regularly assess employee needs to ensure continued growth and success.

# ABOUT SWAYAM

Swayam is the result of over 24 years of experience and 12 years of pre and post-doctoral research by our Founder-Director, Dr. Shilpa Datar.

Our tests have been used by national and international universities for research in human behavior and have been presented at prestigious forums like Bank of America Merrill Lynch. They are accredited by the Indian Institute of Business Psychology.

Swayam tests 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.

Our reports have a minimum accuracy of 80%, providing organizations with reliable data to make critical decisions confidently, saving time, money, and effort.

# THANK YOU!

# स्वयं Swayam

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