

# Technical Professional Survey (TPS) /

Technical Professional Survey (TPS) provides feedback on skills essential for success as a technical/professional contributor. High performance on these competencies identifies an employee who effectively uses their expertise and experience in their role. Technical/professional contributors are considered to be specialists with in-depth knowledge in their field. These individuals model quality performance and consistently make significant contributions. The TPS measures how well these individuals utilize their unique skill set to impact the organization.

#### APPLICATION

Staff development

#### AUDIENCE

Non-supervisory staff or the technical or professional leader

#### RESPONDENTS

Self, Manager, Peers, and Internal Clients

#### QUESTIONS

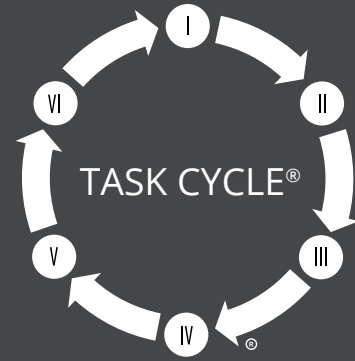
48 questions, 3 open-ended

#### For more information:

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## Underlying Model



The Task Cycle is a validated organizing tool that can help leaders know where to focus their development. It is presented as a logical sequence of events, with each phase contributing to achieving the final goal. A leader's performance across the Task Cycle phases is predictive of how others perceive their impact on the organization.

### TPS Leveraging Sequence

1

#### GOAL ORIENTATION

Setting appropriate and challenging goals, and providing original ideas.

2

#### PLANNING AND PROBLEM-SOLVING

Planning work effectively, finding solutions to complex problems, and utilizing specialized knowledge and expertise.

3

#### TEAM LEADERSHIP

Working productively with others, while helping to resolve differences within the group.

4

#### FEEDBACK

Being open to feedback, and using it to improve.

5

#### DRIVING TOWARDS SUCCESS

Demonstrating enthusiasm, and maintaining composure, while balancing competition and cooperation.

6

#### RECOGNITION OF OTHERS

Acknowledging the contributions of others.

#### IMPACT

Personal Values and Personal Effectiveness are leveraged through the mastery of Task Cycle phases.