**Email invitation:**

Dear X,

Welcome to TCS. You have been invited by your manager, Brad, to participate in an assessment to measure your traits, competencies, and skills in talent acquisition.

The assessment consists of 30 multiple choice questions based on different TA scenarios and should take you about 45-60 minutes to complete. You can complete the assessment any time over the next two weeks. At the end of the two weeks, we will provide you with an individual report with your results.

**Traits**: Innate distinguishing characteristics or qualities.
**Competencies**: The ability to apply knowledge and skills to produce desired outcomes.
**Skills**: Learned technical processes that create repeatable, quality outcomes.

Here are some [instructions](https://urldefense.us/v3/__https%3A/mandrillapp.com/track/click/30053763/tcsinsights.com?p=eyJzIjoiMzB3LVA2SHhwQldtbDRGVTk0RldkSDh1dG9BIiwidiI6MSwicCI6IntcInVcIjozMDA1Mzc2MyxcInZcIjoxLFwidXJsXCI6XCJodHRwczpcXFwvXFxcL3Rjc2luc2lnaHRzLmNvbVxcXC8xMDcyLTJcXFwvP2FtcD0xXCIsXCJpZFwiOlwiNWNmZTNlYjUwODQxNDYwM2JkMTUzZWM2OTM3ZmE5MThcIixcInVybF9pZHNcIjpbXCJjODQ3ZTI5YTNhMjFjNDU5YTBjOTAzZDNmODFhMmUxNWRhYzE4MzkyXCJdfSJ9__;!!Az_Xe1LHMyBq19w!b7SC0XlkkFoOVeHzFJVhW8XAkrMCji0DE3negLpWJ2-PqlZMZWXfwDWQW1s-bnmjLxLFCA$) for completing the assessment and a direct link to begin.

[DIRECT LINK BUTTON]

We're always looking to improve – if you have any feedback or questions, please let us know via hello@tcsinsights.com

Please click here if you wish to [Unsubscribe](https://urldefense.us/v3/__https%3A/mandrillapp.com/track/click/30053763/app.surveyanyplace.com?p=eyJzIjoiejlDS2VIRERaN1BaOWZkUzdaX3A0VVNOMl9VIiwidiI6MSwicCI6IntcInVcIjozMDA1Mzc2MyxcInZcIjoxLFwidXJsXCI6XCJodHRwczpcXFwvXFxcL2FwcC5zdXJ2ZXlhbnlwbGFjZS5jb21cXFwvcHVibGljXFxcL2NvbnRhY3RzXFxcLyolN0Njb250YWN0X3VuaXF1ZV9pZCU3QypcXFwvdW5zdWJzY3JpYmVcIixcImlkXCI6XCI1Y2ZlM2ViNTA4NDE0NjAzYmQxNTNlYzY5MzdmYTkxOFwiLFwidXJsX2lkc1wiOltcIjM2MTQwM2QxYTkwYmE1MDY2MjI5YTkyYzA3MjRlM2I3Nzc2NmU1NmVcIl19In0__;!!Az_Xe1LHMyBq19w!b7SC0XlkkFoOVeHzFJVhW8XAkrMCji0DE3negLpWJ2-PqlZMZWXfwDWQW1s-bnlalc1auw$) – note that you will not be able to receive the results of your assessment.

Regards,

The TCS team

**Email reminder:**

Hi X,

Just a quick reminder to please complete your TCS assessment. Your participation is crucial to allowing the business to understand how they can help you reach your potential.

Here are some [instructions](https://tcsinsights.com/1072-2/?amp=1) on completing TCS and a direct link to begin.

[DIRECT LINK BUTTON]

If you have any feedback or questions, please let us know via hello@tcsinsights.com

Regards,

The TCS team

**Instructions:**

Each TCS assessment is made up of a series of situational judgement tests focused on recruitment tasks.

To answer a question, you will need to rank the options – from the best or most effective to the worst or least effective.

1 – BEST RESPONSE

5 – WORST RESPONSE

Your results will be scored based on the positions of all your answers so please take the time to ensure you are satisfied before clicking next.

If you change your mind, you can go back and edit your answers.

If you have not already received your assessment link, you will do so shortly.

The assessment will be open for two weeks from [INSERT DATE] to ensure everyone in the team has time to complete it. We will send you a reminder email when closer to the end date if you haven’t completed the assessment.

Please note the TCS assessment requires you to evaluate and rank complex TA-related scenarios. We recommend you set aside dedicated focus time to complete this activity.

Each assessment will take approximately 45–60 minutes to complete. There is no time limit, so please do not feel pressured to race to a result.

If you have any questions or queries, please contact hello@tcsinsights.com

**Survey first page:**

Hello X,

TCS is an unbiased assessment and benchmarking platform for talent acquisition professionals and teams.

The assessment you are about to undertake consists of two sections. The first section contains 30 questions. For each question, you will be provided with a scenario and five responses, and you need to rank each of the responses from the one you think is most correct or appropriate at the top, to the least correct or appropriate at the bottom.

The second section contains 20 questions where you will be asked which of two statements is more like you.

The assessment may take up to 60 minutes to complete and we recommend you set aside dedicated focus time for this.

Before we can continue, we need you to confirm that you are comfortable with us collecting your name, email address, and answers to the survey questions. Here’s our data and privacy policy [INSERT HYPERLINK] and terms of use [INSERT HYPERLINK] for your information

Please speak with your manager if you have any concerns.