**Email invitation:**

Dear X,

TCS Insights is delighted to be able to work with X to provide early access to our Talent Acquisition assessment and benchmarking platform [TCS](https://urldefense.us/v3/__https%3A/mandrillapp.com/track/click/30053763/tcsinsights.com?p=eyJzIjoidnBfYUg5bThsVTZBTXpuZzNiS1k4UklhZjlZIiwidiI6MSwicCI6IntcInVcIjozMDA1Mzc2MyxcInZcIjoxLFwidXJsXCI6XCJodHRwczpcXFwvXFxcL3Rjc2luc2lnaHRzLmNvbVxcXC9cIixcImlkXCI6XCI1Y2ZlM2ViNTA4NDE0NjAzYmQxNTNlYzY5MzdmYTkxOFwiLFwidXJsX2lkc1wiOltcIjgwOWMyNDJlOGY3YjM0Y2M5NmI4MzkxMDU3NjVjYjFhNTk3OWQ1ZTZcIl19In0__;!!Az_Xe1LHMyBq19w!b7SC0XlkkFoOVeHzFJVhW8XAkrMCji0DE3negLpWJ2-PqlZMZWXfwDWQW1s-bnkCOP31rg$).
The assessment consists of a series of 30 multiple choice based questions based on different Talent Acquisition scenarios and should take you about 45-60 minutes to complete.

While TCS focuses on Recruitment activities it assesses more than the standard Skills required as we also provide insight into Traits and Competencies.
**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

You can complete the assessment any time over the next two weeks - we'll send you a reminder closer to the end just in case. At the end of the two weeks TCS will provide you with some insights on key areas of TA strengths and you will each receive an individual report with your results.

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

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.

**Email reminder:**

Hi X,

Just a quick reminder to please complete your TCS assessment, if you haven't already done so, as soon as possible so we can build the reports.

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

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

**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 5 options from the best, or most effective next step at 1, through to the worst, or least effective next step, at 5.

1 – BEST RESPONSE

5 – WORST REPSONSE

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 change your answers.

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

In general, we provide a two-week window to enable everyone in your team time to complete the assessment. We’ll send you a reminder email if you haven’t completed the assessment and the end date is approaching.

Note that TCS assessments are designed to be hard, and we recommend that you block out all distractions to enable you to focus. Each assessment takes between 45 and 60 minutes to complete but 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 take consists of 2 sections. The first section contains 30 questions. For each section question you will be provided with a scenario and 5 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 an hour and we recommend that you complete it in a quiet environment where you will not be interrupted.

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. Our data and privacy policy is available here: [Privacy Policy](https://tcsinsights.com/privacy-policy/)

Additionally, our terms of use are available here: [Terms of Service](https://tcsinsights.com/terms-of-service/)

If you are not comfortable, please speak with your Manager and we can discuss alternative approaches with them.