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
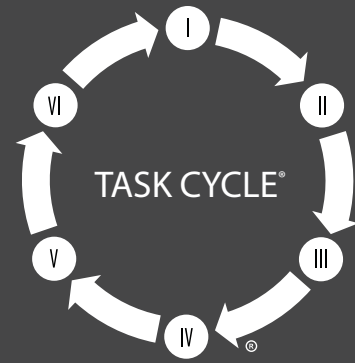Non-supervisory staff or the technical or professional leader

RESPONDENTS
Self, Manager, Peers, and Internal Clients

QUESTIONS
48 questions, 3 open-ended

TPS survey and Task Cycle are intellectual properties of TruScore.

Underlying Model

TASK CYCLE®

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.