

# 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

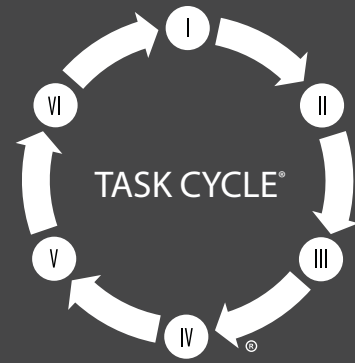
**QUESTIONS**

48 questions, 3 open-ended

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 www.performanceprograms.com  
 surveys@performanceprograms.com  
 1-800-565-4223

TPS survey and Task Cycle are intellectual properties of TBC.

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.