

Connection as the unlock for disengagement

30th July 2025



About Compana & Thomas

- Leading provider of psychometric and people analytics solutions
- A people-first, insight-driven talent solutions provider operating across the Asia Pacific region, including Malaysia, Vietnam, Hong Kong, the Philippines, and Japan.
- The authorised distributor of Thomas International, which is the category leader in applied people science with 40+ years' pedigree and offices in 60 countries
- A new Thomas assessment is taken every minute of every day

Services



Psychometric
Assessments



Hard Skills
Assessments



Training



Consultancy &
Professional
Services

"The Current State of Engagement"

Gallup, State of the Global Workplace: 2025 Report.

2024	Global	NL (EUR)	MY (SE Asia)
Engagement	21%	16% (13%)	25% (26%)
Managers	27%	(16%)	(34%)
Individual contributors	18%	(10%)	(21%)
Not engaged	62%	(73%)	(67%)
Actively disengaged	17%	(15%)	(8%)
Intent to leave	50%	31% (30%)	34% (47%)

The role of management

70% of the variance in team engagement can be attributed to the **manager's engagement levels**.

Having strong and engaged managers is therefore clearly **critical**. However:

- **51%** of managers have more responsibilities than they can effectively manage,
- **44%** struggle to provide personal support to their direct reports, and
- **24%** of employees are working for their worst manager ever.

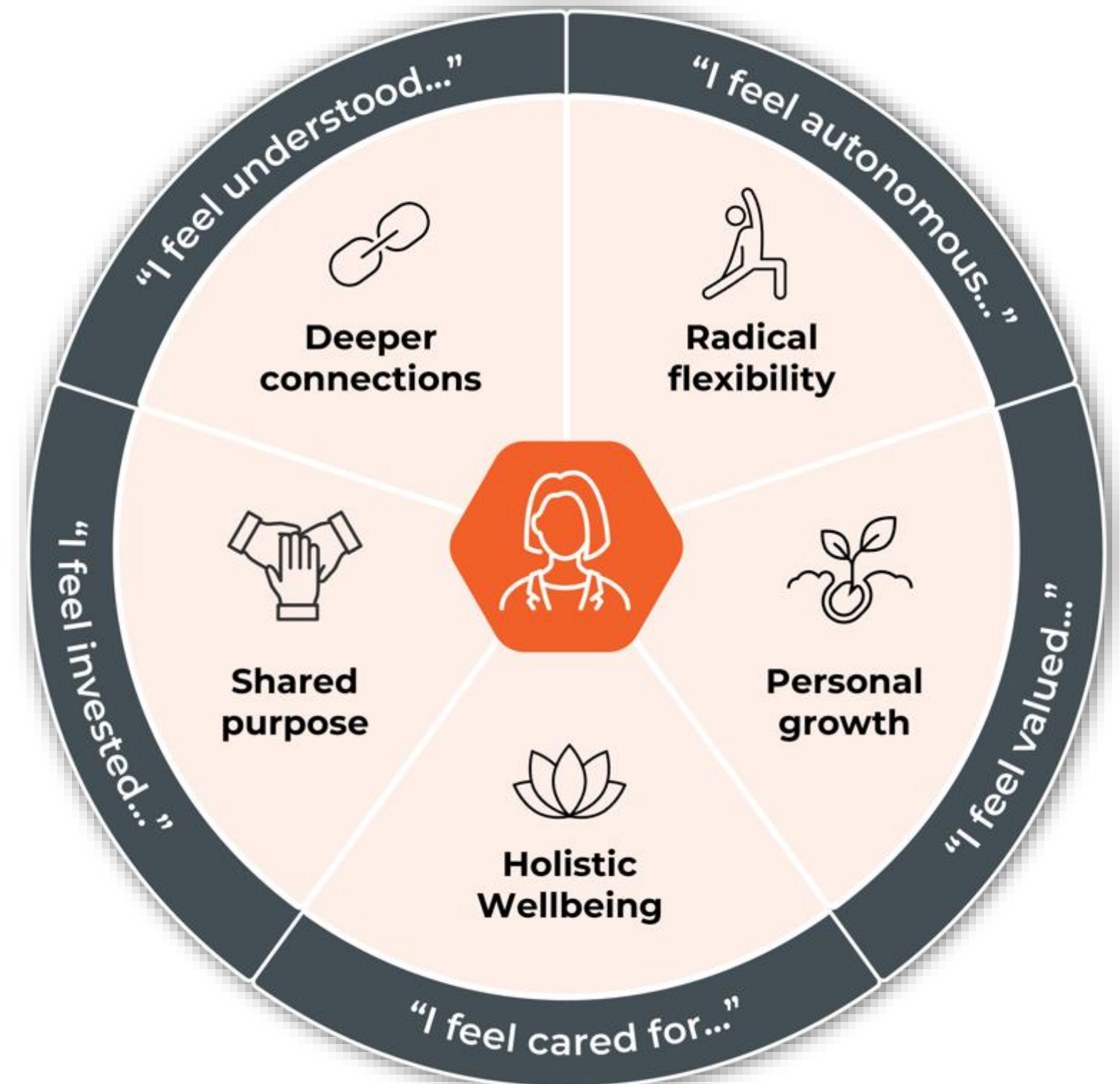
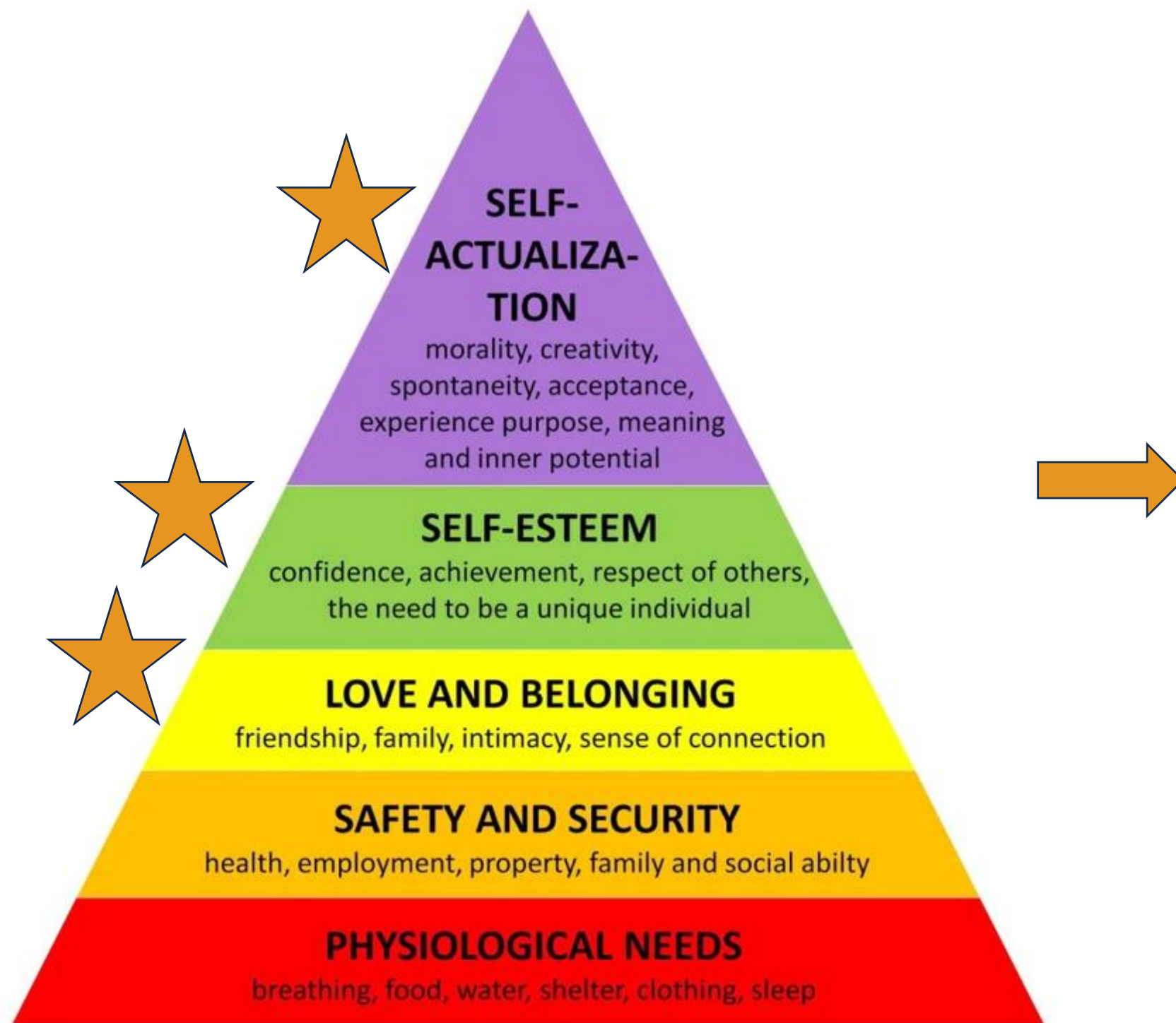


Understanding oneself and our colleagues is the *unlock*

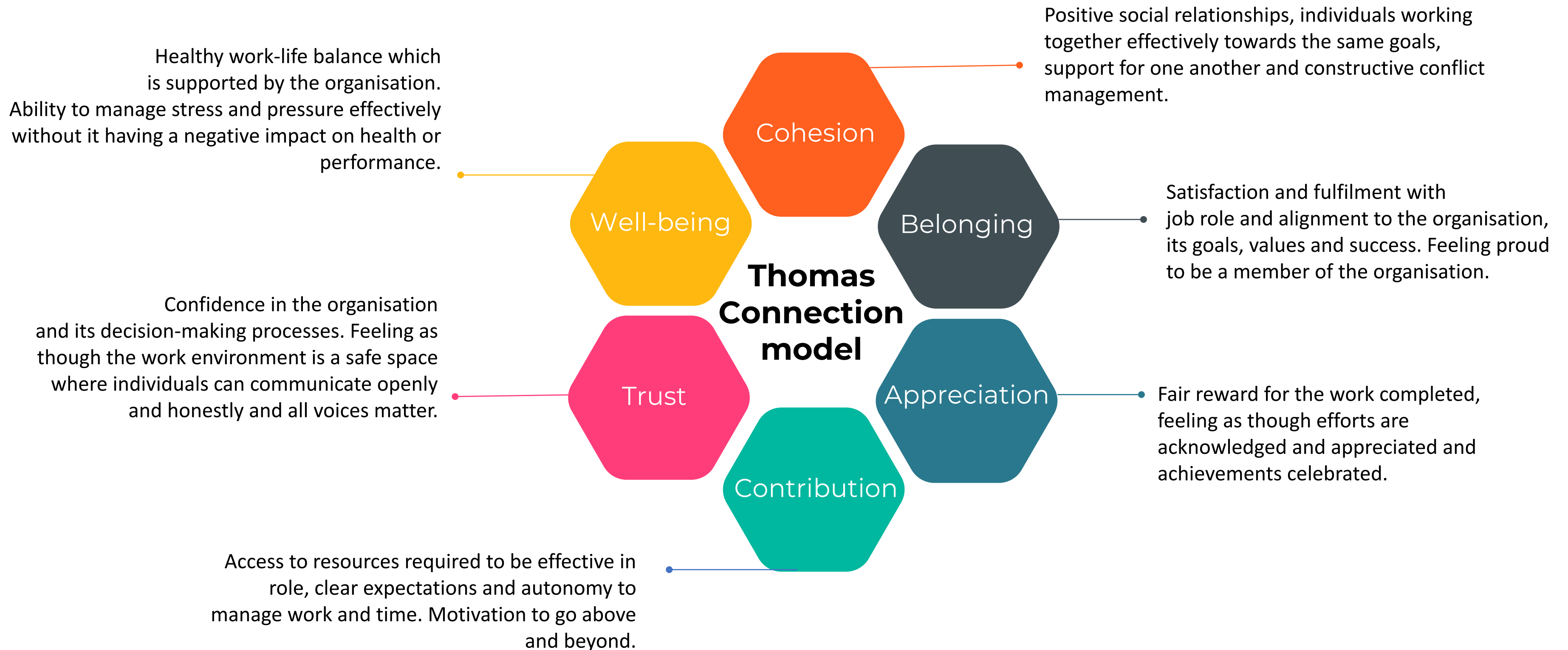


.... to *improving* team productivity and driving *sustainable growth*

It's all about Self-Awareness & Connection



Connection Model



Recruit the best and then get the best out of them



Recruit and develop your best talent using people science

Insights that help managers across businesses make the best possible decisions when it comes to talent acquisition and development.



Create better connections between managers and teams

Powered by Thom, our AI Coach, Connect uses our fair and inclusive insights to drive engagement and improve productivity

Super-powering people insights with Thomas Profile

With Thomas Connect, you have the opportunity to enable your employees to gather insights about themselves and empower them to get the best out of their workplace interactions.

People feel connected and understood, which results in better work outcomes.

Based on over 40
years of expertise in
People Science



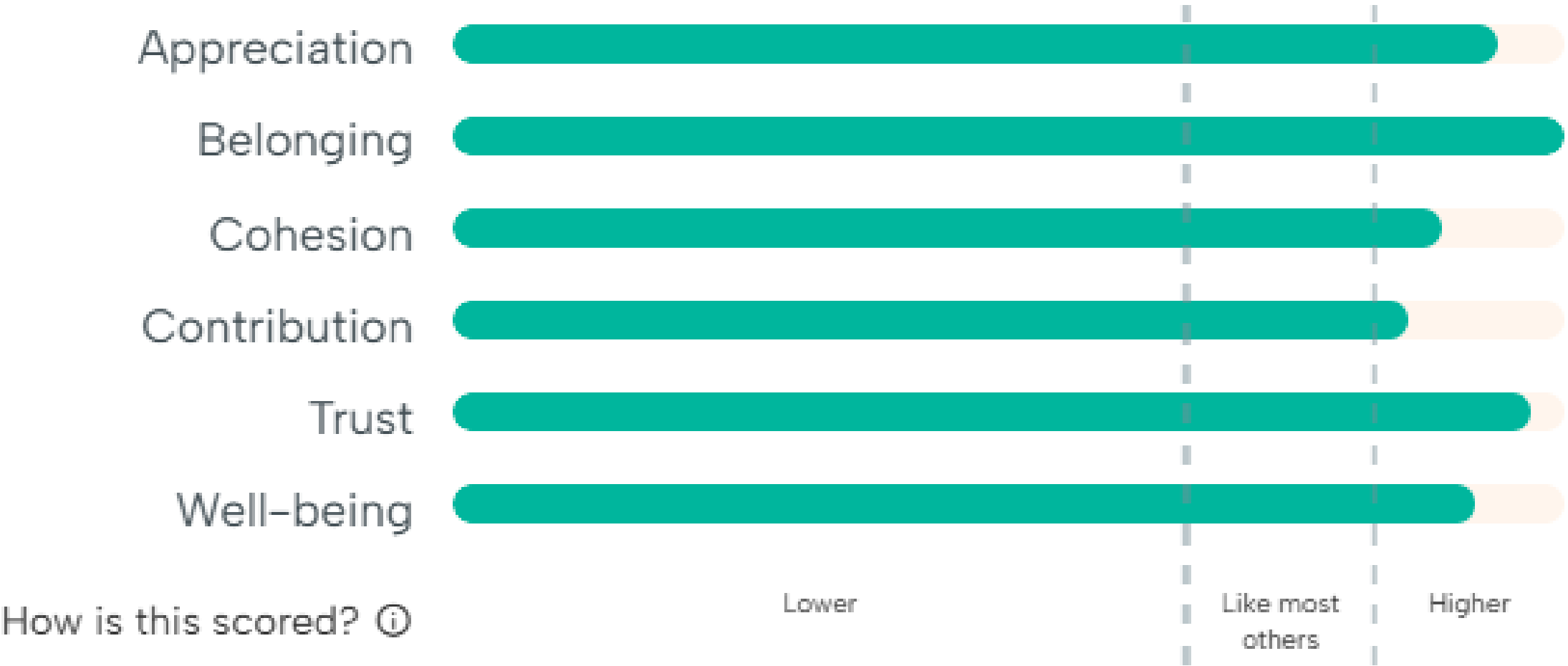
Getting to know yourself, your colleague and your team

YOUR CONNECTION

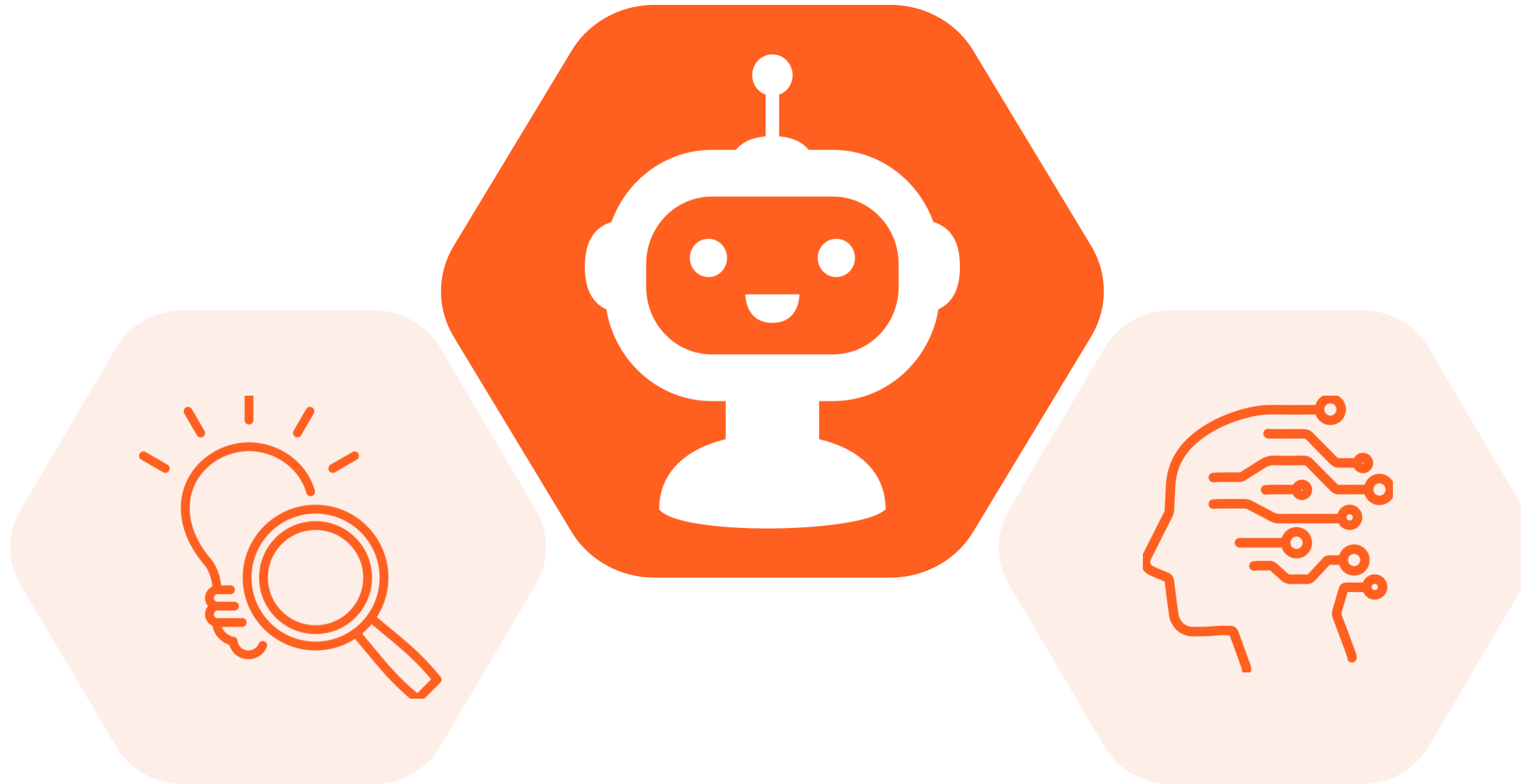
Discover the science behind the Connection measure >



Overall, you experience a high level of connection to your team. You likely feel connected to your work and colleagues, which enables you to feel engaged and be effective within your role. Being highly connected at work enables an environment that is aligned with your preferences, benefitting both you and your team.



Meet Thom – your AI coach.



Provides robust,
appropriate, and
valuable answers

Ethical AI:
Powered by our own
algorithm and data



Thank You

A world of higher human achievement through a greater understanding of ourselves and each other.

