**TAP Overview**

| **Category** | **Definition** | **Broad Classification** | **Specific Difference** |
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| T(Transition) | Individual who is actively seeking a role outside his current organisation to either change the domain or to move away from the existing culture or may be because there are not enough opportunities within the same organisation. S/he can also be somebody who is asked to leave in such extraordinary times. | Organization Change | Any movement |
| A(Acceleration) | Individual who is settled in the organisation and has some opportunities within the system to grow. These opportunities are primarily within the same function or it can be a lateral movement as well. With such a growth, he has an intent to have an increase in salary/perks without changing an organisation. | No Organisation Change | Parallel Role/Domain Change |
| Growth (Promotion/Higher Role) |
| P(Professional Confidence) | Individual who wants to invest in his own learning and development to gain professional confidence and be able to talk with confidence in the current role about data and come up with ideas on what/how data can be used in a particular situation to solve a particular problem. In the long term, s/he may invest further in professional skilling and would also want to grow further, this growth can be within or outside the organisation. | No Change | No immediate movement hence no change |

For ex: Lateral movement is ok as long as it is similar work it is “A”

But movement to another team and major change in role (moving from SW projects to Data Science team OR moving from operations to HR Analytics) should be considered as Transition