



Table of contents

Introduction	3
Graphic overview of the drive scores	4
Selected candidates	5
Team talents	6
Drives and talents per person	8
Emotional balance	8
Motives	9
Social talents	10
Influential talents	11
Leadership talents	12
Organizational talents	13

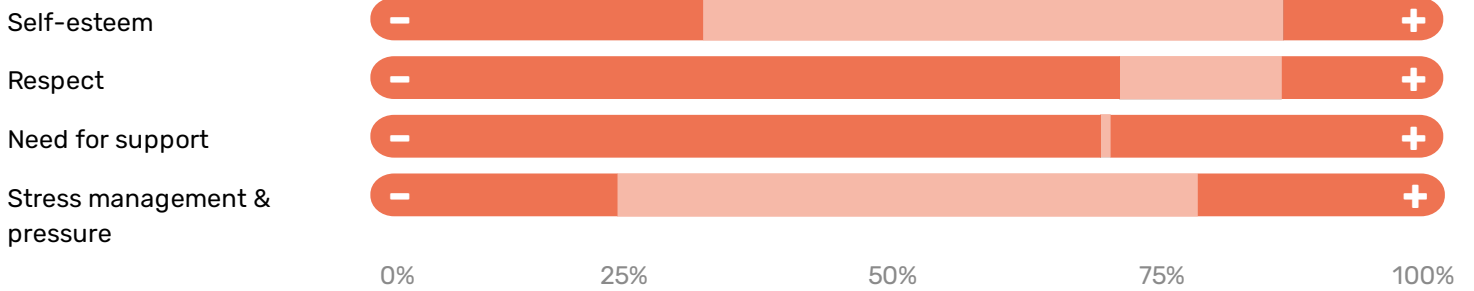
Introduction

The team report is based on the individual drive scores of the TMA Talent Assessment. Chapter 3 of the report shows a graphical overview of how talent scores are distributed within the team. The talent scores are divided into 3 categories: low talent scores (1, 2, 3), middle talent scores (4, 5, 6) and high talent scores (7, 8, 9). Based on the distribution of the drive scores, you can see the preferences and talents of the team. Chapter 4 of the report shows the high and low scores of all individual team members. In Chapter 5 the team's most outstanding behavioral preferences are highlighted and TMA team advice is provided.

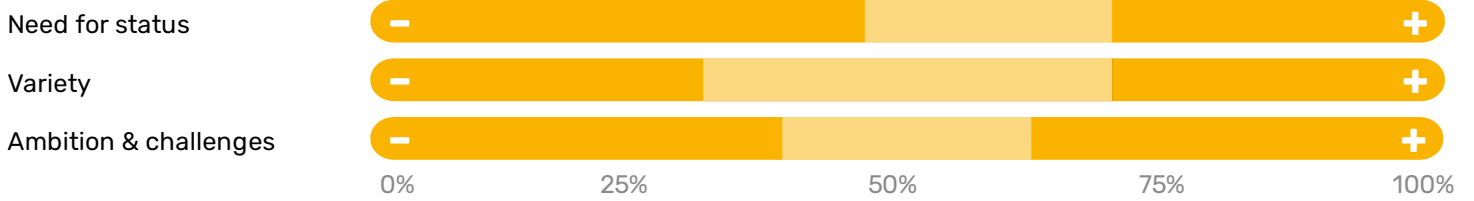
Graphic overview of the drive scores

The graph below displays the percentage distribution of team team scores per TMA Dimension in 3 categories: low, middle and high.

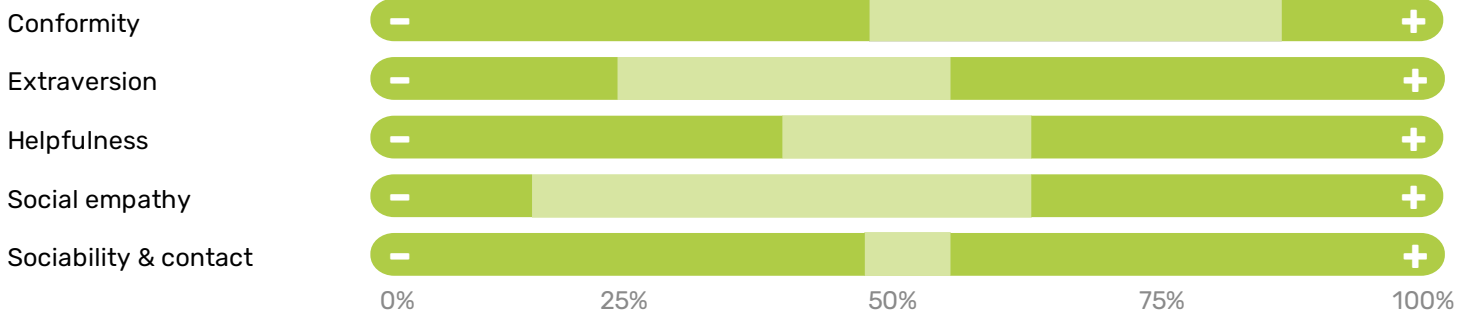
Emotional balance



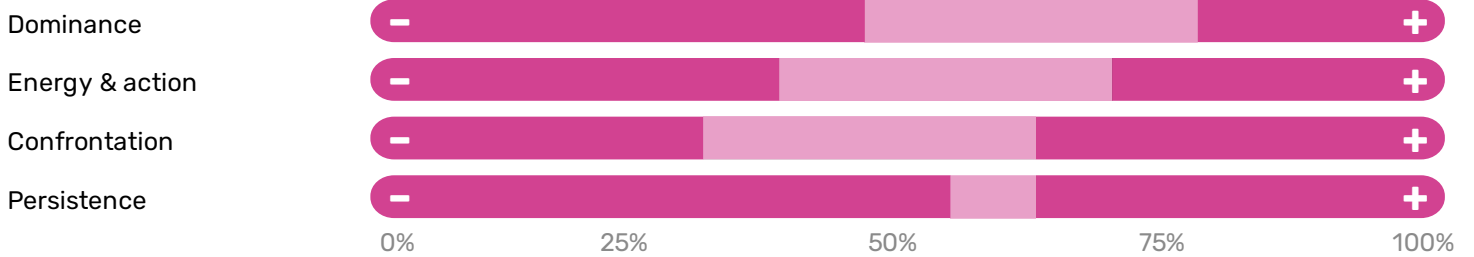
Motivation



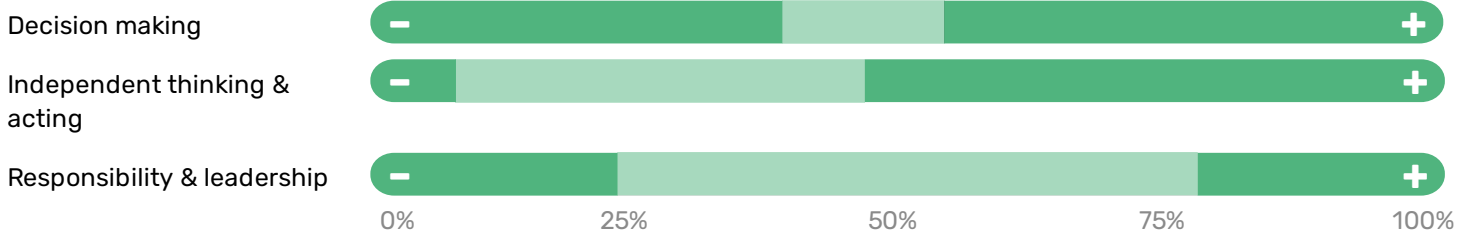
Social talents



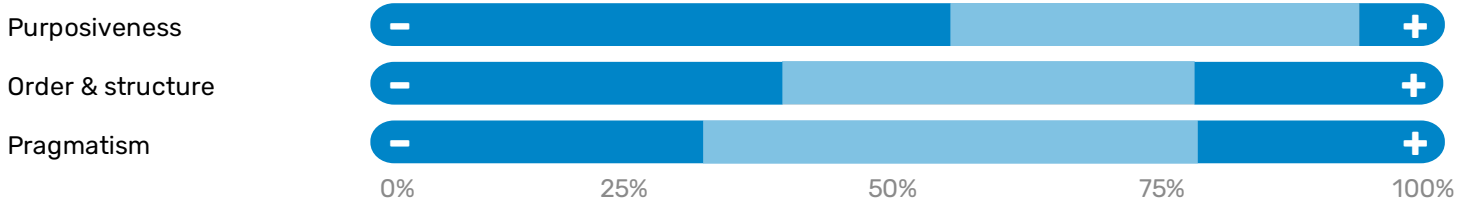
Influential talents



Leadership talents



Organizational talents



Selected candidates

Marie Curie

Amelia Earhart

Marilyn Monroe

Nelson Mandela

Anton Philips

Henry Murray

Indira Ghandi

Audrey Hepburn

Ingrid Bergman

Edith Piaf

Isaac Newton

Marlene Dietrich

John F. Kennedy

Team talents

In this chapter the most eminent behavioral preferences and talents of the team are highlighted. These may greatly influence the team culture and result on the way people prefer to work. The supplied recommendations can be used to enhance collaboration within the team and increase team's performance.

Respect

Equality

The majority of the team is based on equality. They have a feeling of hierarchy and it is easy for them to approach other people.

Treat people as equal partners first of all. From this equal position people may demand responsibility of each other easier. Encourage people in the organization from top to bottom to collaborate so they can use available knowledge. Make sure individuals do not put themselves above the group, because there is a chance that this person gets no support.

Need for support

Self-sufficient

The majority of the group consists of independent individuals who can function well without help and guidance. They therefore have a talent for self-reliance.

Give this team as much freedom as possible within a given framework to perform the work at their own discretion. Discuss the progress in work, but in limited amounts. Never completely cancel these consultations, because it remains important to inform each other in broad terms and to maintain some connection between team members. Also make sure that people do not overload themselves with work, because these people will not ask for help or support even at great difficulty or in trouble.

Conformity

Groundbreaking

Most people in the group prefer to work without too many procedures and rules. They have a talent for coming up with creative solutions and think out of the box.

Give people as much space as possible to do their own work within main frameworks and within creative solutions. Don't use too many rules. There is a chance that these people will not blindly do what "should" be done. Discuss occasionally the main framework and demand commitment to stay inside, so people do not become limitless.

Independent thinking & acting

Autonomous

This group is largely driven by freedom and autonomy. They have a talent to independently form their own opinion and act independently.

Give people as much space as possible to do their own work within the set frameworks. They won't be cohesive rapidly in cooperating and it is usually unwise to force this. The team will not be transparent and accountable for their behavior and activities by nature. If you want to know something about them: just ask! Please make sure that the actions you take do not affect their sense of freedom too much.

Purposiveness

Process-oriented

The majority of the team focuses more on processes than on achieving concrete goals and results. They thereby have a talent for improvisation.

Give people as much space and confidence as possible to do their job within the agreed framework. These people have the talent to keep an eye on the end result and, where necessary, be "creative" to make adjustments. Perform occasional consultations on the interim results and ask people to make adjustment plans if necessary.

Drives and talents per person

In this chapter, you will find a graphical distribution of the talent scores for every individual team member per TMA dimension. The talent scores (4, 5, 6) are not displayed. The talent signals relate to the scores 1,2,3 (first column) and 7,8,9 (second column). The overall percentage is related to the specific talent signals within the team.

Emotional balance

	Self-esteem		Respect		Need for support		Stress management & pressure	
	Self-reflecting	Confident	Equality	Respectful	Self-sufficient	Appreciates support	Involved	Stable
Marie Curie			●		●			
Amelia Earhart			●		●			●
Marilyn Monroe		●	●		●			
Nelson Mandela		●			●			
Anton Philips	●			●		●	●	
Henry Murray			●		●			
Indira Gandhi			●		●			
Audrey Hepburn			●			●	●	
Ingrid Bergman			●		●			●
Edith Piaf	●		●			●		
Isaac Newton			●		●			
Marlene Dietrich	●			●	●			●
John F. Kennedy	●					●	●	
Total	31%	15%	69%	15%	69%	31%	23%	23%

Motives

	Need for status		Variety		Ambition & challenges	
	Humble	Presentable	Focus	Diverse	Satisfied	Focus on achievements
Marie Curie						
Amelia Earhart	●		●		●	
Marilyn Monroe		●		●	●	
Nelson Mandela	●			●		
Anton Philips		●	●		●	
Henry Murray	●			●		●
Indira Ghandi	●					●
Audrey Hepburn		●			●	
Ingrid Bergman			●			●
Edith Piaf	●					●
Isaac Newton	●			●		
Marlene Dietrich		●	●			●
John F. Kennedy					●	
Total	46%	31%	31%	31%	38%	38%

Social talents

	Conformity		Extraversion		Helpfulness		Social empathy		Sociability & contact	
	Groundbreaking	Dutiful	Gives way to others	Stands out	Level-headed	Service-oriented	Factual	Empathetic	Individualistic	Uniting
Marie Curie				●	●					●
Amelia Earhart	●		●			●				
Marilyn Monroe	●			●	●		●		●	
Nelson Mandela	●			●			●		●	
Anton Philips		●	●					●	●	
Henry Murray			●		●			●	●	
Indira Ghandi		●				●		●		●
Audrey Hepburn				●		●		●		●
Ingrid Bergman						●		●	●	
Edith Piaf	●				●					●
Isaac Newton	●					●				●
Marlene Dietrich				●	●				●	
John F. Kennedy	●			●						●
Total	46%	15%	23%	46%	38%	38%	15%	38%	46%	46%

Influential talents



Leadership talents



Organizational talents

