



Table of contents

Introduction	3
Selected candidates	3
Selected competencies	4
Team competency match	5
Team potential	6
Team competency match per person	7

Introduction

The team report is based on the individual competency aptitude scores of TMA Talent Assessment. Chapter 4 of the report shows a graphical overview of the selected competencies. For every competency you will see the percentage of the group that has talent for it. Chapter 5 of the report shows to what extent every person has talent for a competency. Chapter 6 describes the competency potential of the team.

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

Selected competencies

For reporting the following competencies have been selected.

Ambition: The drive to climb up, to pursue a career, to strive for success and make an effort to achieve this.

Coaching: Encouraging and guiding employees in order to make their performance more effective and to enhance their self-perception and problem solving skills.

Social Awareness: Being aware of relevant social, political and professional trends and developments and using this information for the organization's benefit.

Sociability: The ability to be comfortable in people's company, to meet people easily, to mingle freely.

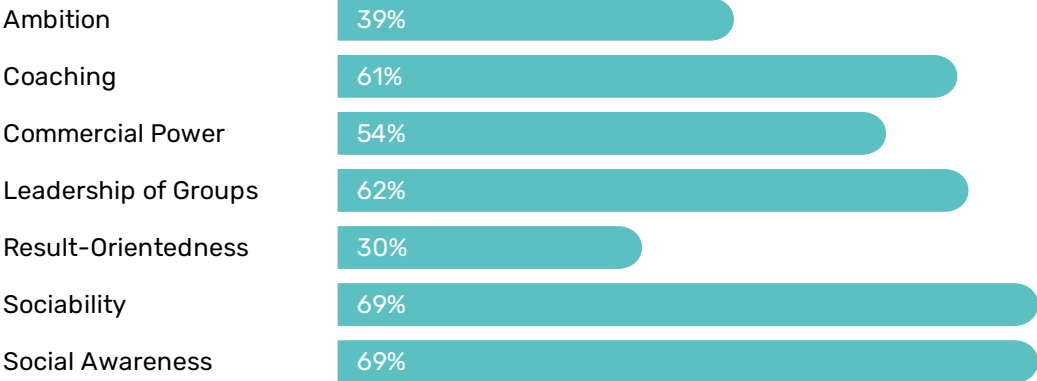
Leadership of Groups: The ability to provide direction and guidance to a group of people and to encourage cooperation between team members in order to attain an objective.

Result-Orientedness: The ability to take direct action in order to attain or exceed objectives.

Commercial Power: Acting from opportunities in the market; acting with a customer focus and affiliating with appropriate contacts.

Team competency match

The graph below displays the competency potential of the team for selected competencies.



Team potential

This overview shows to what extent the team has talent for specific competencies and how easily the team can develop these competencies.

Very talented



Creativity
Delegating
Courage
Independence
Presenting
Stress Management
Networking

Talented



Attention To Detail
Adaptability
Decisiveness
Coaching
Discipline
Flexible Behavior
Initiative
Customer Orientation
Listening
Social Awareness
Business Orientation
Developing Employees
Forming Judgment
Organization Sensitivity
Persuasiveness
Need to Achieve
Cooperation
Sensitivity
Sociability
Vision
Assertiveness
Conflict Management
Leadership of Groups
Innovative Power
Negotiating
Commercial Power

Moderately talented



Ambition
Energy
Learning Ability
Managing
Conduct
Planning and Organizing
Perseverance
Controlling Progress
Focus on Quality
Result-Orientedness
Accountability

Untalented



Identification With Management

Team competency match per person

The table below shows each person's degree of talent for individual competencies. Places marked with a dot mean that a person has talent for a particular competency. Having talent for a competency means that the person can develop the competency more easily. Empty boxes indicate a moderate degree of talent for the competency. This means that the person may have more difficulty to develop that specific competency. The last row of the table indicates talent for the particular competencies for the whole team.

	Ambition	Coaching	Social Awareness	Sociability	Leadership of Groups	Result-Orientedness	Commercial Power
Marie Curie			●	●	●		●
Amelia Earhart		●					
Marilyn Monroe			●	●	●		
Nelson Mandela			●	●	●		
Anton Philips		●					
Isaac Newton		●	●	●	●	●	●
Henry Murray	●	●	●				●
Indira Ghandi	●	●	●	●	●	●	●
Ingrid Bergman	●	●				●	
Edith Piaf	●		●	●	●		●
Marlene Dietrich	●			●		●	●
Audrey Hepburn		●	●	●	●		
John F. Kennedy		●	●	●	●		●
Total	39%	61%	69%	69%	62%	30%	54%