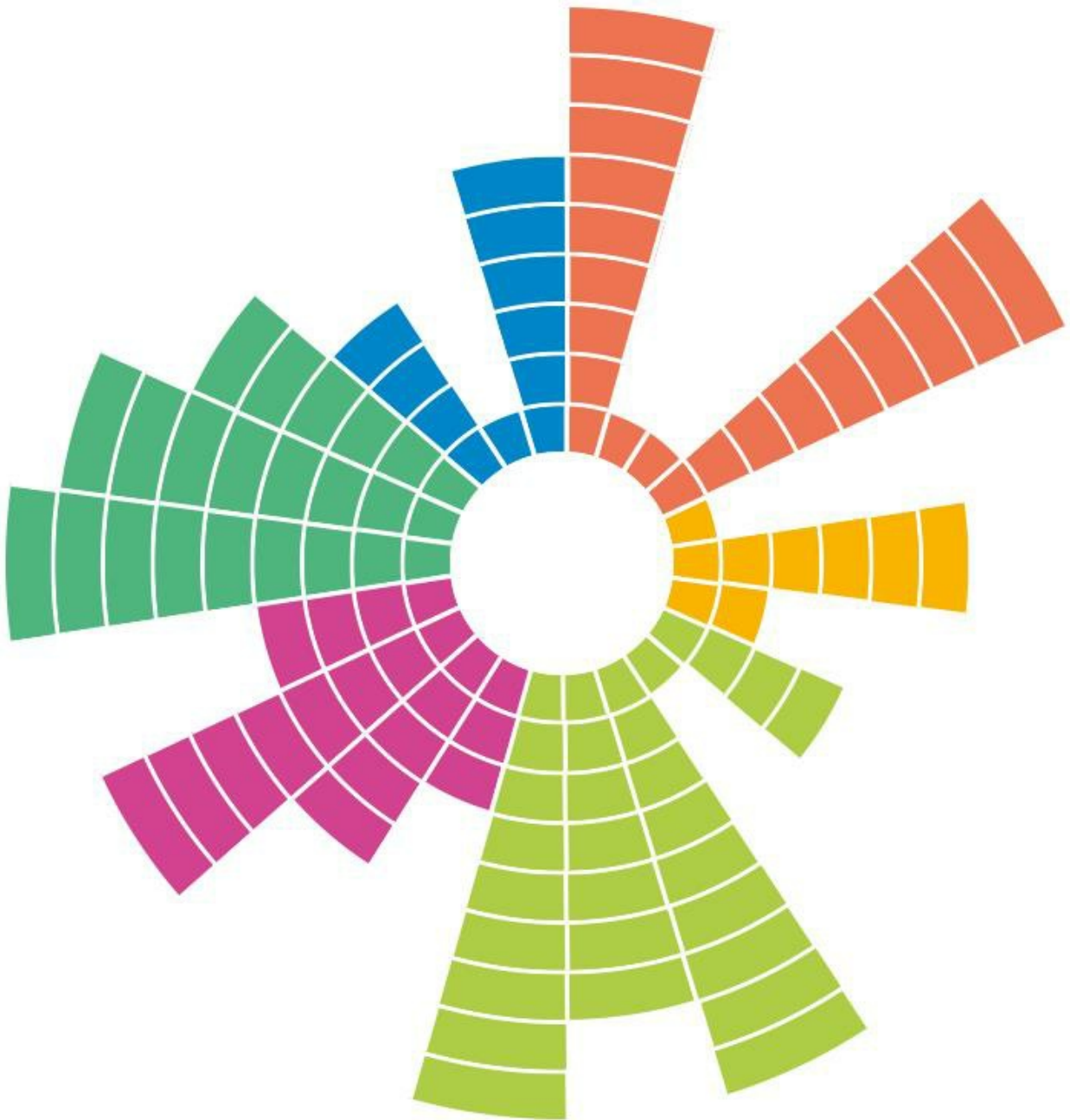


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Tess Williams



## Table of contents

Introduction	3
Overview of talents per TMA dimension	4
Competency potential overview	5
Competency potential overview	6
DNA of TMA Talents	8

# Introduction

TMA Talent Assessment measures your drives, talents, motivation and 53 competencies.

## **Drives and talents**

Drives are the building blocks of one's personality. In other words, they define it. Drives have a major influence on people's behavior and their (potential) development. Talents are the positively formulated types of behavior and explanations that arise from high and low scores on the drives.

## **Motivation**

Drives and related talents are important factors that may stimulate or hinder a person's behavior. Behavior is not only determined by what a person can do (competencies and cognitive capabilities) but also by what he wants to do (drives and talents). All of it takes place in a certain environment that stimulates or discourages. Tasks that are in line with personal drives and talents are usually seen as motivational.

# Overview of talents per TMA dimension

## Emotional balance

### Self-esteem

Confident, sometimes possibly overconfident, optimistic, resilient

### Respect

Strives for equality, sees hierarchy in perspective, approaches superiors easily

### Need for support

Independent, comes across as tough, needs little support or guidance

### Stress management & pressure

Very stable, sometimes stoical, sees problems and complaints in perspective, immune to stress, delivers under pressure

## Motivation

### Need for status

Humble, attaches little value to personal status, temperate, responds well to feedback

### Variety

Focus and variation in balance, healthy curiosity, reasonable attention for surroundings

### Ambition & challenges

Content, leveling, sense of perspective regarding success and achievements

## Social talents

### Conformity

Balanced between being formal and informal, applies rules when needed

### Extraversion

Unnoticeable, prefers to be in the background, gives way to other people

### Helpfulness

Very accommodating, philanthropic, likes to facilitate, expects little responsibility from others, service-oriented

### Social empathy

Intrinsically empathetic, very diplomatic and intuitive, natural listener with social antenna

### Sociability & contact

Very social, amicable, team oriented, communicative, potential networker

## Influential talents

### Dominance

Influences others subtly, arouses little resistance, indirect impact, compliant

### Energy & action

Moderately energetic, balanced between inner peace and need for action

### Self-assertion

Confrontational, assertive, guarding boundaries, easily agitated, explicit

### Persistence

Balanced between tenacity and ability to let go, knows when to continue and when to give up

## Leadership talents

### Decision making

Decides quickly and sticks to decisions, enterprising, problem-solving

### Independent thinking & acting

Free-thinking, autonomous, strong own views and opinions, mostly self-depending

### Responsibility & leadership

Balanced between taking responsibility and letting it go, leading or following when necessary

## Organizational talents

### Purposiveness

Fairly goal-oriented, needs some direction, able to digress from objectives

### Order & structure

Focused on the bigger picture, creative, sometimes sloppy, flexible in his methods

### Pragmatism

Balanced between theory and practice, understands value of rituals, both abstract and concrete

# Competency potential overview

## Very talented



Adaptability  
Decisiveness  
Coaching  
Creativity  
Courage  
Customer Orientation  
Listening  
Independence  
Developing Employees  
Forming Judgment  
Organization Sensitivity  
Cooperation  
Sensitivity  
Stress Management  
Vision  
Assertiveness  
Leadership of Groups  
Networking

## Talented



Energy  
Flexible Behavior  
Social Awareness  
Business Orientation  
Presenting  
Sociability  
Conflict Management  
Innovative Power  
Negotiating  
Commercial Power  
Accountability

## Moderately talented



Ambition  
Initiative  
Learning Ability  
Managing  
Persuasiveness  
Need to Achieve  
Perseverance  
Focus on Quality  
Result-Orientedness

## Less talented



Attention To Detail  
Delegating  
Discipline  
Identification With  
Management  
Conduct  
Planning and Organizing  
Controlling Progress

# Competency potential overview

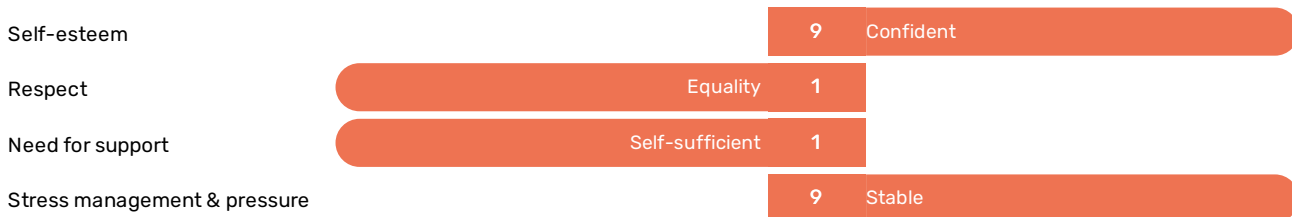
Very talented ●●●●● Talented ●●●●○ Moderately talented ●●●○●● Less talented ●○○○● Inverse ●

Competency	Learnability		Drive 1		Drive 2		Drive 3	
Cooperation	●●●●●	9	Sociability & contact	9	Helpfulness	9		
Stress Management	●●●●●	9	Stress management & pressure	9				
Decisiveness	●●●●●	8.5	Independent thinking & acting	8	Decision making	9		
Forming Judgment	●●●●●	8.5	Independent thinking & acting	8	Decision making	9		
Independence	●●●●●	8.5	Independent thinking & acting	8	Need for support ●	1		
Customer Orientation	●●●●●	8.33	Sociability & contact	9	Social empathy	7	Helpfulness	9
Coaching	●●●●●	8	Social empathy	7	Helpfulness	9		
Developing Employees	●●●●●	8	Social empathy	7	Helpfulness	9		
Networking	●●●●●	8	Sociability & contact	9	Social empathy	7		
Courage	●●●●●	7.66	Independent thinking & acting	8	Self-esteem	9	Conformity ●	4
Creativity	●●●●●	7.66	Order & structure ●	1	Independent thinking & acting	8	Conformity ●	4
Adaptability	●●●●●	7.5	Order & structure ●	1	Variety	6		
Listening	●●●●●	7	Social empathy	7				
Sensitivity	●●●●●	7	Social empathy	7				
Vision	●●●●●	7	Independent thinking & acting	8	Variety	6		
Assertiveness	●●●●●	6.66	Sociability & contact	9	Dominance	3	Self-assertion	8
Leadership of Groups	●●●●●	6.66	Sociability & contact	9	Energy & action	5	Responsibility & leadership	6
Organization Sensitivity	●●●●●	6.5	Sociability & contact	9	Conformity	4		
Accountability	●●●●○	6.33	Self-esteem	9	Conformity	4	Responsibility & leadership	6
Flexible Behavior	●●●●○	6.33	Order & structure ●	1	Conformity ●	4	Purposiveness	4
Innovative Power	●●●●○	6.33	Independent thinking & acting	8	Energy & action	5	Pragmatism	6
Conflict Management	●●●●○	6	Sociability & contact	9	Social empathy	7	Self-assertion ●	8
Social Awareness	●●●●○	6	Variety	6				
Commercial Power	●●●●○	5.5	Ambition & challenges	2	Sociability & contact	9		

Competency	Learnability		Drive 1		Drive 2		Drive 3	
Business Orientation	●●●○	5	Ambition & challenges	2	Independent thinking & acting	8	Energy & action	5
Presenting	●●●○	5	Extraversion	1	Self-esteem	9		
Sociability	●●●○	5	Extraversion	1	Sociability & contact	9		
Negotiating	●●●○	4.66	Social empathy	7	Dominance	3	Purposiveness	4
Energy	●●●○	4.5	Persistence	4	Energy & action	5		
Managing	●●○○	4.33	Dominance	3	Responsibility & leadership	6	Purposiveness	4
Perseverance	●●○○	4	Persistence	4				
Result-Orientedness	●●○○	4	Ambition & challenges	2	Pragmatism	6	Purposiveness	4
Ambition	●●○○	3.66	Ambition & challenges	2	Persistence	4	Energy & action	5
Initiative	●●○○	3.5	Ambition & challenges	2	Energy & action	5		
Need to Achieve	●●○○	3.5	Ambition & challenges	2	Energy & action	5		
Focus on Quality	●●○○	3	Order & structure	1	Variety ●	6	Conformity	4
Learning Ability	●●○○	3	Ambition & challenges	2	Persistence	4		
Persuasiveness	●●○○	3	Extraversion	1	Dominance	3	Energy & action	5
Conduct	●○○○	2.5	Conformity	4	Need for status	1		
Controlling Progress	●○○○	2.5	Order & structure	1	Purposiveness	4		
Delegating	●○○○	2.5	Helpfulness ●	9	Responsibility & leadership ●	6		
Discipline	●○○○	2.5	Order & structure	1	Conformity	4		
Identification With Management	●○○○	2.5	Respect	1	Conformity	4		
Planning and Organizing	●○○○	2.5	Order & structure	1	Purposiveness	4		
Attention To Detail	●○○○	1	Order & structure	1				

# DNA of TMA Talents

## Emotional balance



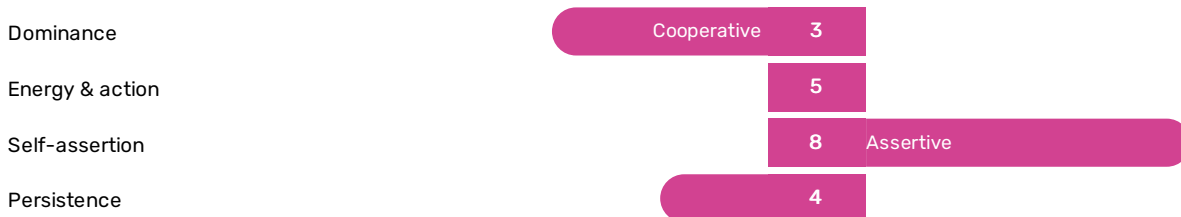
## Motivation



## Social talents



## Influential talents



## Leadership talents

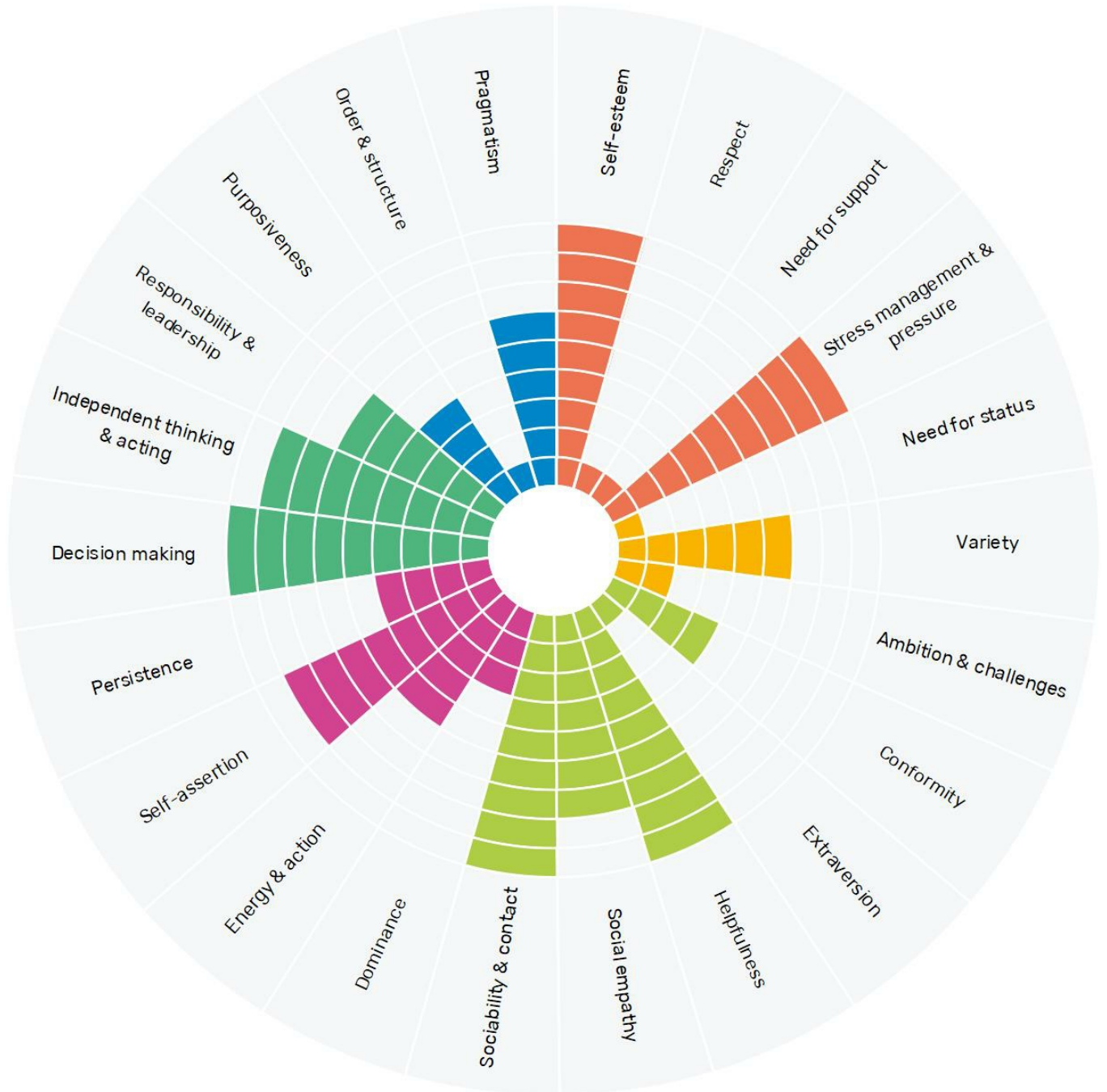


## Organizational talents





# DNA of TMA Talents



- Emotional balance
- Motivation
- Influential talents
- Leadership talents
- Social talents
- Organizational talents