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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
Conclusion	10

Introduction

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

Drives and talents

Drives are the building blocks of a person's personality. They define one's personality, so to speak. Drives have a major influence on people's behavior and their (potential) development. Talents are the positively worded behaviors and explanations of high and low scores of the drives.

Motivation

Drives and deriving talents are important factors that may stimulate or restrain 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 hinders. Tasks that are suited to personal drives and talents are usually seen as motivational.

Overview of talents per TMA dimension

Emotional balance

Need for support

Grateful for help, need for understanding, asks support easily, likes interest

Respect

Respectful, sense of hierarchy, takes advice well, admires other people's achievements

Self-esteem

Avoids mistakes, is aware of their consequences, self-critical

Stress management & pressure

Need for peace and calmness, committed, prioritizes problems and complaints, concerned

Motivation

Ambition & challenges

Content, leveling, sense of perspective regarding success and achievements

Need for status

Presentable, sensitive to compliments and status, rather proud, desire to be noticed

Variety

Sharp focus, little need to spread attention, concentrated, loyal

Social talents

Conformity

Sticks to rules and frameworks, guided by formality, principle and integrity

Extraversion

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

Helpfulness

Functionally prepared to help others, focused on his own responsibility

Sociability & contact

Individual, likes solitude, functional communicator, reserved, selective in relationships

Social empathy

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

Influential talents

Confrontation

Confrontational, assertive, guarding boundaries, easily agitated, explicit

Dominance

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

Energy & action

Peace of mind, calm, sitting on the fence, patient, cautious, deliberate

Persistence

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

Leadership talents

Decision making

Nuanced, consults and considers, sometimes indecisive

Independent thinking & acting

Balanced between freedom and collectivity, and between independence and accessibility

Responsibility & leadership

Usually compliant, malleable, accepting decisions, sometimes resigned, easily managed

Organizational talents

Order & structure

Well-organized, accurate, neat, methodical, meets appointments, may be rigid

Pragmatism

Theoretical, sensitive to symbols and rituals, not calculating, abstract

Purposiveness

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

Competency potential overview

Very talented



Attention To Detail
Delegating
Discipline
Listening
Identification With
Management
Conduct
Planning and Organizing
Sensitivity
Controlling Progress
Focus on Quality

Talented



Coaching
Customer Orientation
Learning Ability
Developing Employees
Organization Sensitivity
Perseverance
Networking
Negotiating

Moderately talented



Ambition
Decisiveness
Energy
Social Awareness
Forming Judgment
Cooperation
Vision
Assertiveness
Conflict Management
Result-Orientedness
Accountability

Less talented



Adaptability
Creativity
Courage
Flexible Behavior
Initiative
Managing
Independence
Business Orientation
Persuasiveness
Presenting
Need to Achieve
Sociability
Stress Management
Leadership of Groups
Innovative Power
Commercial Power

Competency potential overview

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

Competency	Learnability		Drive 1		Drive 2		Drive 3	
Attention To Detail	●●●●●	9	Order & structure	9				
Delegating	●●●●●	7	Helpfulness ●	5	Responsibility & leadership ●	1		
Discipline	●●●●●	9	Order & structure	9	Conformity	9		
Listening	●●●●●	7	Social empathy	7				
Identification With Management	●●●●●	9	Respect	9	Conformity	9		
Conduct	●●●●●	8.5	Conformity	9	Need for status	8		
Planning and Organizing	●●●●●	7.5	Order & structure	9	Purposiveness	6		
Sensitivity	●●●●●	7	Social empathy	7				
Controlling Progress	●●●●●	7.5	Order & structure	9	Purposiveness	6		
Focus on Quality	●●●●●	8.33	Order & structure	9	Variety ●	3	Conformity	9
Coaching	●●●●○	6	Social empathy	7	Helpfulness	5		
Customer Orientation	●●●●○	4.66	Sociability & contact	2	Social empathy	7	Helpfulness	5
Learning Ability	●●●●○	4.5	Ambition & challenges	3	Persistence	6		
Developing Employees	●●●●○	6	Social empathy	7	Helpfulness	5		
Organization Sensitivity	●●●●○	5.5	Sociability & contact	2	Conformity	9		
Perseverance	●●●●○	6	Persistence	6				
Networking	●●●●○	4.5	Sociability & contact	2	Social empathy	7		
Negotiating	●●●●○	4.66	Social empathy	7	Dominance	1	Purposiveness	6
Ambition	●●○○○	3.33	Ambition & challenges	3	Persistence	6	Energy & action	1
Decisiveness	●●○○○	3.5	Independent thinking & acting	4	Decision making	3		
Energy	●●○○○	3.5	Persistence	6	Energy & action	1		
Social Awareness	●●○○○	3	Variety	3				
Forming Judgment	●●○○○	3.5	Independent thinking & acting	4	Decision making	3		
Cooperation	●●○○○	3.5	Sociability & contact	2	Helpfulness	5		
Vision	●●○○○	3.5	Independent thinking & acting	4	Variety	3		
Assertiveness	●●○○○	3.66	Sociability & contact	2	Dominance	1	Confrontation	8

Competency	Learnability		Drive 1		Drive 2		Drive 3	
Conflict Management	●●○○	3.66	Sociability & contact	2	Social empathy	7	Confrontation ⚡	8
Result-Orientedness	●●○○	3.66	Ambition & challenges	3	Pragmatism	2	Purposiveness	6
Accountability	●●○○	4	Self-esteem	2	Conformity	9	Responsibility & leadership	1
Adaptability	●○○○	2	Order & structure ⚡	9	Variety	3		
Creativity	●○○○	2	Order & structure ⚡	9	Independent thinking & acting	4	Conformity ⚡	9
Courage	●○○○	2.33	Independent thinking & acting	4	Self-esteem	2	Conformity ⚡	9
Flexible Behavior	●○○○	2.66	Order & structure ⚡	9	Conformity ⚡	9	Purposiveness	6
Initiative	●○○○	2	Ambition & challenges	3	Energy & action	1		
Managing	●○○○	2.66	Dominance	1	Responsibility & leadership	1	Purposiveness	6
Independence	●○○○	2.5	Independent thinking & acting	4	Need for support ⚡	9		
Business Orientation	●○○○	2.66	Ambition & challenges	3	Independent thinking & acting	4	Energy & action	1
Persuasiveness	●○○○	1.33	Extraversion	2	Dominance	1	Energy & action	1
Presenting	●○○○	2	Extraversion	2	Self-esteem	2		
Need to Achieve	●○○○	2	Ambition & challenges	3	Energy & action	1		
Sociability	●○○○	2	Extraversion	2	Sociability & contact	2		
Stress Management	●○○○	2	Stress management & pressure	2				
Leadership of Groups	●○○○	1.33	Sociability & contact	2	Energy & action	1	Responsibility & leadership	1
Innovative Power	●○○○	2.33	Independent thinking & acting	4	Energy & action	1	Pragmatism	2
Commercial Power	●○○○	2.5	Ambition & challenges	3	Sociability & contact	2		

DNA of TMA Talents

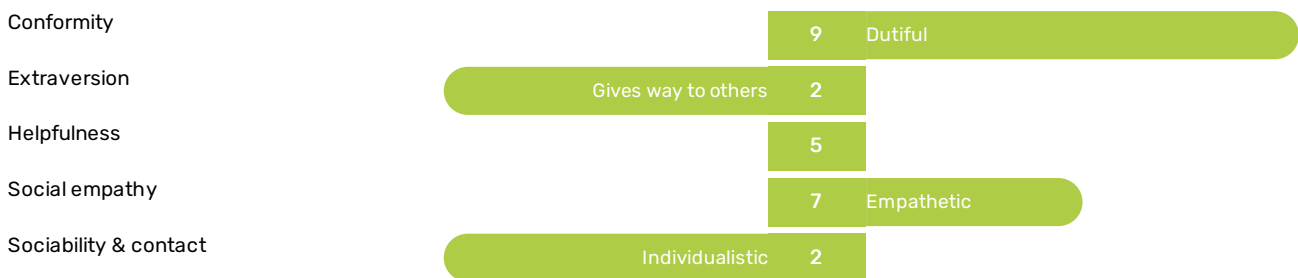
Emotional balance



Motivation



Social talents



Influential talents



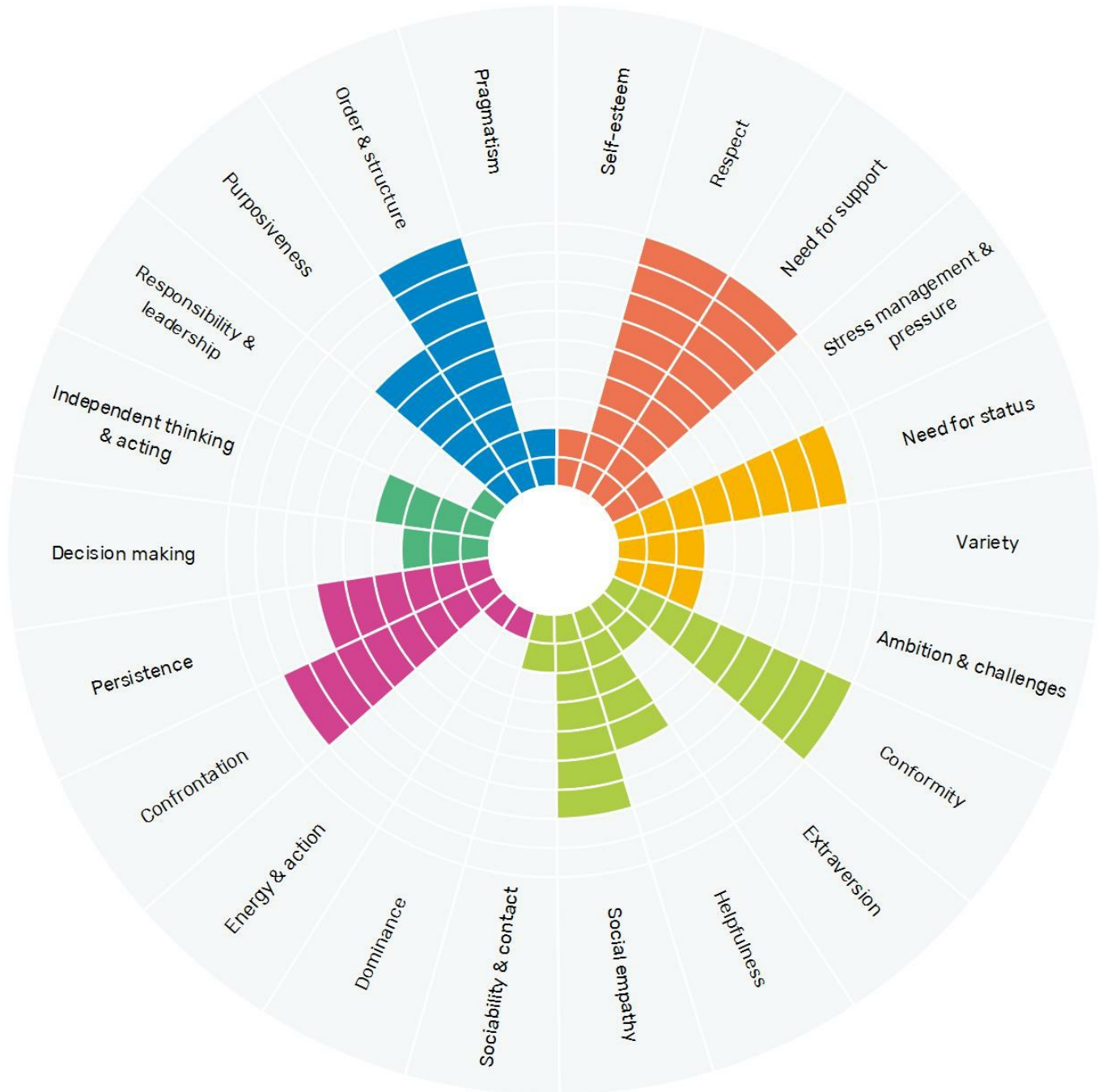
Leadership talents



Organizational talents



DNA of TMA Talents



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

Conclusion