

Competency match & team potential



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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

Amelia Earhart

Anton Philips

Henry Murray

Ingrid Bergman

Selected competencies

For reporting the following competencies have been selected.

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

Managing: The ability to manage and take charge of employees in order to enhance their performance; defining targets and providing appropriate means; controlling progress and correcting employees.

Identification With Management: The ability and willingness to understand, accept and carry out decisions and measures from managers.

Presenting: The ability to present ideas and plans clearly, using available resources.

Assertiveness: The ability to bring one's views across clearly without damaging the relationship with the other party.

Innovative Power: The ability to direct one's inquisitive mind toward initiating new strategies, products, services, and markets.

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



Talented



Moderately talented



Untalented



Attention To Detail

Decisiveness

Coaching

Creativity

Delegating

Discipline

Courage

Customer Orientation

Learning Ability

Listening

Independence

Developing Employees

Forming Judgment

Planning and Organizing

Sensitivity

Stress Management

Perseverance

Controlling Progress

Innovative Power

Focus on Quality

Networking

Negotiating

Ambition

Energy

Business Orientation

Conduct

Presenting

Cooperation

Vision

Assertiveness

Adaptability

Flexible Behavior

Initiative

Managing

Identification With
Management

Social Awareness

Organization Sensitivity

Persuasiveness

Need to Achieve

Conflict Management

Result-Orientedness

Commercial Power

Accountability

Sociability

Leadership of Groups

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.

	Coaching	Managing	Identification With Management	Presenting	Assertiveness	Innovative Power
Amelia Earhart	●				●	●
Ingrid Bergman	●			●		●
Anton Philips	●		●			
Henry Murray	●	●		●	●	●
Total	100%	25%	25%	50%	50%	75%