TMA Positive psychology

«People work better, learn faster, get into action more easily and are more involved if their tasks correspond to their competencies.»

TMA Talent Method connects organizations with employees and yearly helps more than 200,000 people develop their talents, competencies and career by providing clear insights into talents, competencies, career and development opportunities.
TMA Method «is a complete solution for managing human resources.» with positive psychological content, structure, support and practical instruments. TMA offers the opportunity to identify the potential of Human Capital and develop the added value of each employee.

This unique method covers the area of organizational development, and is available in three specific areas, important for the strategy of a company: recruitment, selection, competencies, talents and performance management. Both for individuals and teams.

The key to the success of TMA Method lies in its ability to connect individual talents (psychometry) to professional behavior indicators, based on competencies and performance management. TMA Assessments, reports and recommendations are communicated in a non-judgmental and talent-oriented manner, based on positive psychology.

- Make employees work on the basis of their drives and talents in order to achieve better results and competencies.
- Focus on the talents and competencies already present and develop them.
- Discover and develop talents. People act when they do what they are good at or when they know about their talents. In the long run, stimulating a person using a negative approach is more difficult and less effective.
- Find out which competencies are easy to develop based on intrinsic motivation.

**Recruit, Select and Manage Talents and Potential**

**Recruitment**
- TMA Talent Assessment
- Job/function Profiles
- Interview Questions
- Competency Match
- Competency Assessment

**Assessments**
- TMA Talent Assessment
- Career Assessment
- Team Assessment
- 360° Feedback
- Competency Potential

**Mobility**
- Career Assessment
- Profiling and Job Matching
- TMA Career Coach

**Personal Development**
- Personal Development Plan (PDP)
- Development Tips
- Coaching Tips
This assessment helps you build a positive dialogue with your candidates, get insight into the competencies which are withheld or need to be developed and optimize the potential of your teams.

Dashboards and reports provide the information about talents and competencies that are easy to develop.

TMA Talent Assessment is an excellent instrument for discovering talents of both individuals and teams.

TMA Talent Portal is the innovative and personalized solution on a secure online digital platform.

TMA Expert is a specialist certified through TMA Certification Training able to use TMA Tools when working both with teams and individuals and conduct appraisal interviews.

Become a part of our international network with thousands of experts worldwide. More information or free demo www.tmamethod.com.