

Anton Philips



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Introduction

TMA Talent Assessment measures Anton Philips's drives, talents, and motivation.

Drives and talents

“Drives” are the building blocks of your personality. In other words, drives define your personality. Drives have a major influence on people's behavior and (potential) development. Talents are positively-worded descriptions and behavioral statements and explanations of behavior that result from high and low drive scores.

Motivation

Drives and talents are the key factors that influence people's behavior. Behavior results from what you can do (competencies and cognitive capabilities), what you want to do (drives and talents), and your specific environment that might be stimulating or hindering your behavior. Tasks and activities that align with your personal drives and talents often motivate you.

Meaning of scores

Anton Philips's responses to the statements introduced in the Talent Assessment are compared to a norm group and converted to a 9 point standard scale (stanine).

In the standard nine, referred to as “stanine”, the scores of the norm group scores are divided into nine classes and have a standard distribution with a mean of 5 and a standard deviation of 2. Test scores are interpreted and scaled to stanine as shown in the table below.

Stanine	Class size	Description
1	4%	Very low
2	7%	Low
3	12%	Low
4	17%	Average
5	20%	Average
6	17%	Average
7	12%	High
8	7%	High
9	4%	Very high

Consistency

The questionnaire contains a number of questions that measure the consistency of the answers Anton Philips has given. Based on the score below you can indicate how consistently Anton has filled in the questionnaire. Moreover, the consistency score also indicates how accurately this reports reflects Anton's personality.

Consistency score: 7

Anton has completed the questionnaire consistently. The report might provide a pretty accurate image of Anton's personality.

Description of personality

Summary

Description of the talents of Anton Philips:

He is able to give a quick and witty response and won't avoid getting into an argument. He is very assertive, can stand up for himself, and regularly looks for an opportunity to demonstrate it. Almost always shows respect for others, especially for the people he regards as his role models (which can even be called admiration in this case). He respects organizational hierarchy. Is pretty reluctant to talk to superiors or people with high status. He likes it a lot to come to the front and enjoys being the center of attention; he sets the atmosphere in any group to a large extent. At the group and social events, he never keeps a low profile and likes to be seen. He is persistent when difficulties or challenges arise. In terms of decisiveness, he can make decisions pretty easily and effectively. There is a slight risk that he will consider other points of view too little when making a decision. Variety in his tasks and job is pretty important to him.

He has some need for recognition and likes to receive compliments and approval from time to time which certainly increases his motivation. He is not afraid to be in a managing position or to take responsibility. He has a need for order and structure, depending on the situation. He has an average need for contact with others. In difficult situations, he will only ask for support from others if it is needed. In relation to others, he finds a balance between taking the lead and adopting a more compliant attitude.

People around him will probably regard him as a moderately energetic person who has enough energy to get things done but who is also able to take a step back. He will conform to existing rules or culture if he has to. He copes with pressure pretty well but needs to distance himself from time to time in order to stay calm. The results show that Anton Philips can put his work into perspective to a sufficient extent. It is reflected in his level of ambition which is average and indicates that he will make an effort to achieve his personal goals and perform. He can deal with competitive elements or pressure at work, if necessary, although it is likely that other factors (e.g., working environment) are of greater importance to him. He is quite modest. He will probably have some difficulty putting up with making mistakes and will often try not to make any. If the situation requires, he will demonstrate some helpfulness. In general, his approach to things is pretty practical, and he counts on the fact that others can take accountability for themselves.

He is pretty focused on a general picture when performing tasks; that's why his vision is often more theoretical or abstract than practical. He is less dependent on clearly set goals and is more focused on the process. His score on social empathy is lower. He has very little personal interest in people's problems and analyzing their behavior. He might show some sympathy in certain situations when he feels like it, but in communication with others, he can sometimes come across as rather impersonal. He is a real team player who much prefers to blend in with the group rather than find his own way. He has a strong need for feedback or discussion in general.

Qualities and pitfalls overview

Qualities of Mr Philips:

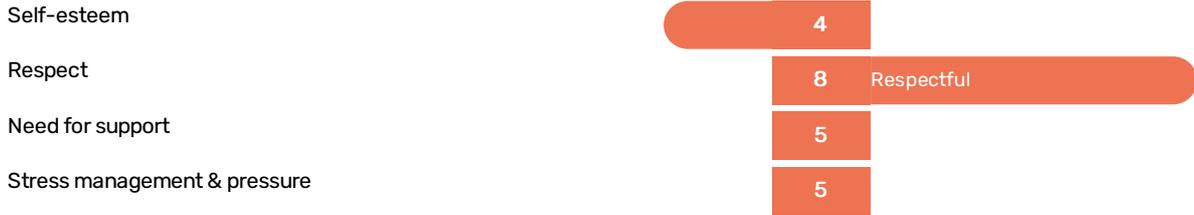
- Looks up to people who are respected and successful or regarded as professionals. Has a good sense of hierarchy.
- Easily makes an impression and is charismatic. Often sets the pace in the team and stands out.
- Is very persistent and not hindered back by setbacks or obstacles. Gets all tasks done. Is hardworking.
- Is very assertive and indicates his personal boundaries clearly. Is not afraid to express his thoughts at all and has a heightened sense of fairness.
- Quickly resolves problems. Can make decisions independently and easily. Is often steadfast in decisions once made.
- Is team-oriented and highly cooperative. Adapts to the group very quickly. Is always transparent and takes the opinions of others into account.
- Looks at things in a factual and businesslike way. Can easily break the bad news to others. Is not too affected by other people's emotions. Always gets straight to the point.
- Possesses abstract thinking. Can think well in concepts and consider various hypotheses. Values the meaning of rituals and symbols.
- Is process-oriented. Can deal with vaguely set objectives well and improvises easily.

Possible pitfalls of Anton Philips:

- Having such a great respect for higher-ups and inspiring people might lead to complying with these people's opinions and advice without subjecting them to criticism and lacking the courage to approach them freely and assertively.
- Really likes to stand out and be the center of attention. It may lead to boastful behavior and demanding too much attention, giving too little room for others as a result.
- May come across as short-tempered and even somewhat aggressive due to the strong need to go on the defensive and define personal boundaries. For that reason, the chances of entering into unnecessary confrontations are higher.
- Due to the low need for autonomy and independence, can adapt his personal opinion to the vision of others too easily, which makes him fairly impressionable.
- Naturally forms judgments based on facts and depending on the situation and has little intrinsic interest in human problems and analyzing other people's behavior. For that reason, can come across as too straightforward and is more likely to lose sight of the importance of emotions and the human aspect.

TMA Talent DNA

Emotional balance



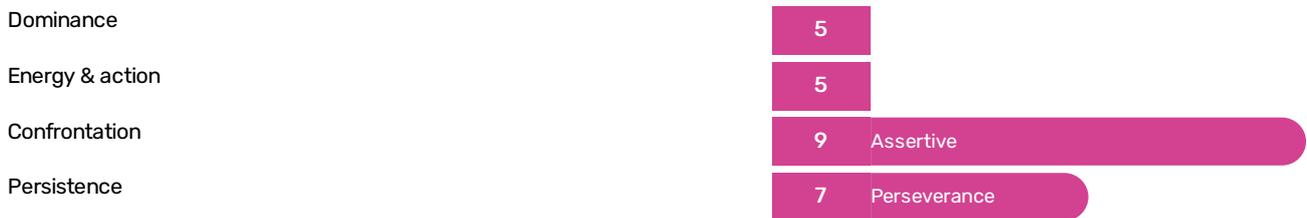
Motivation



Social talents



Influential talents



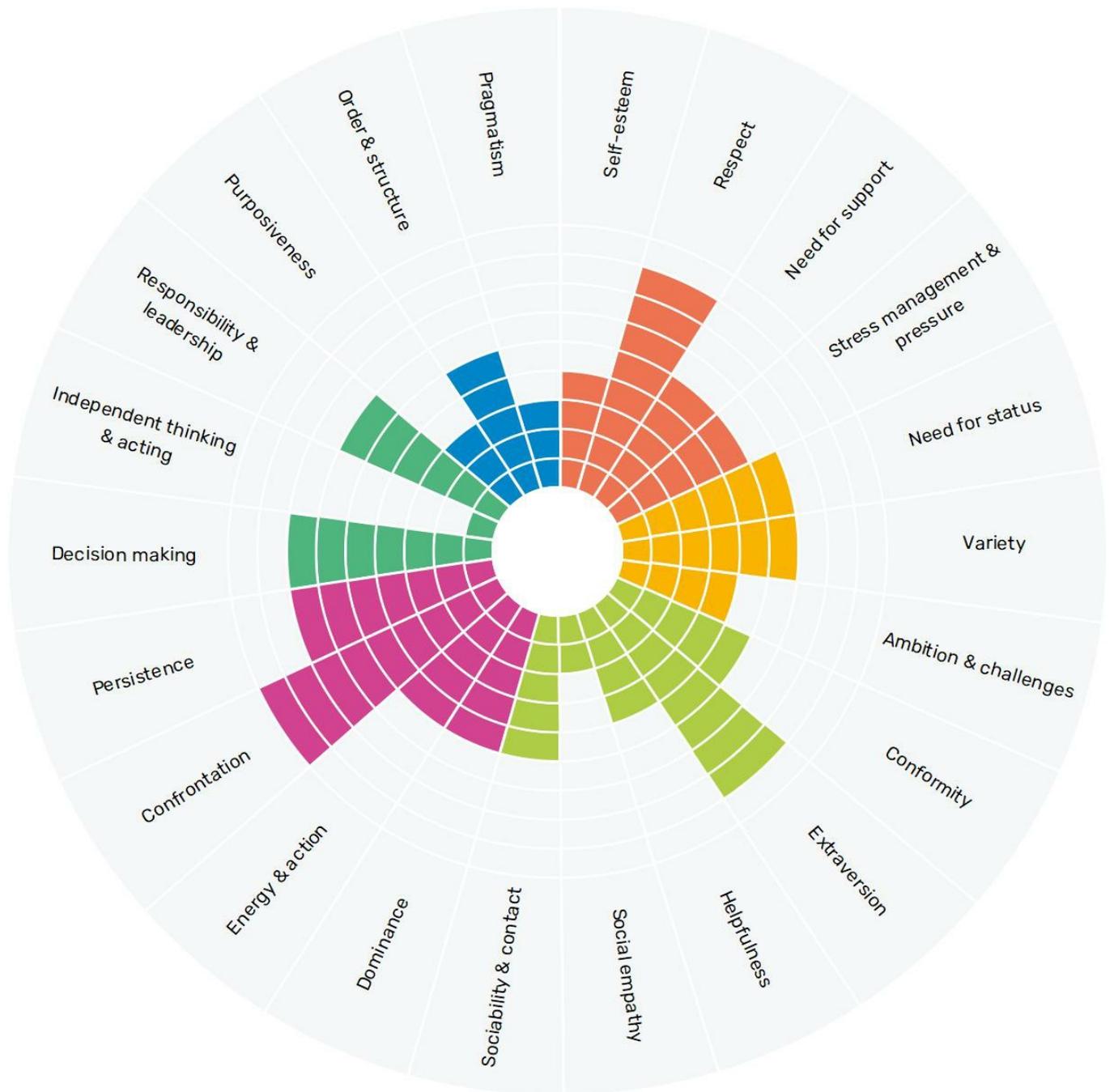
Leadership talents



Organizational talents



TMA Radar



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

Conclusion

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