

Anton Philips



Table of contents

Introduction	3
Meaning of scores	3
Consistency	3
Description of personality	4
Emotional balance	5
Motives	6
Social talents	7
Influential talents	8
Leadership talents	9
Organizational talents	10
Qualities and pitfalls overview	11
Communication	12
Ideal working environment and preferences in management	13
Development	14
Learning and development style	15
TMA Talent DNA	16
Conclusion	18

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.

Emotional balance

Balance of Anton Philips:

Anton Philips almost always shows respect for others, especially for those who are his role models. He may even admire them. He respects organizational hierarchy. May be less willing to approach superiors or people with high status. He has an average need for support from his colleagues. Likes to solve problems on his own when it's possible. He is a bit modest and tends to feel insecure about his potential

He prefers not to make mistakes and will often try to avoid making them. He is able to give a very 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. He can cope with a certain amount of pressure pretty well, but he should be careful at times not to get involved too much and learn how to distance himself in order to stay calm.

Summary of the emotional balance of Anton Philips:

- Shows a lot of respect for others.
- Has an average need for support.
- Has a certain modesty.
- Does not like to make mistakes.
- He won't try to avoid a conflict and will often look for a reason to engage in an argument.
- Copes with pressure pretty well.

Emotional balance scores



Motives

What drives Anton Philips and what he wants to achieve:

Anton Philips has an average level of ambition and shows enthusiasm for assignments if they really appeal to him. He is more motivated to achieve results when he feels encouragement from his environment, colleagues, and managers rather than when it's only about profit and competition. He has an average need for variety at work and in his tasks, and it is a key factor in his motivation. He has a slight preference for diversity in tasks and assignments. He is persistent when experiencing difficulties or facing challenges. He can get fully involved in something and won't let go unless he has to. He doesn't leave things unfinished or unresolved. 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 has some need for recognition and likes to receive compliments and approval from time to time which certainly increases his motivation.

Summary of motives of Anton Philips:

- Can usually put things into perspective.
- Is not strongly motivated by competition.
- Finds variety important.
- Is more of a generalist than a specialist.
- Is persistent.
- His personality is generally well-balanced.
- Likes to receive compliments from time to time.

Motives scores

Need for status

6

Variety

6

Ambition & challenges

4

Social talents

How Anton Philips is with regard to others:

In a group, he really likes to come to the front, enjoys being the center of attention and determines the atmosphere pretty strongly. At group and social events, he strongly prefers to stand out from the crowd and really likes to be constantly seen. Social relationships, friendships, and contact with others are of moderate importance to Anton Philips. It means that he has an average need for developing friendships and close relationships with his colleagues.

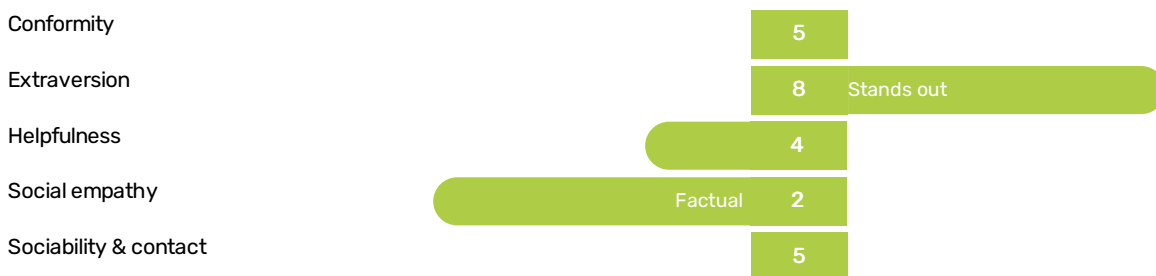
He has no considerable interest in other people's problems. He might put himself in someone else's shoes when he feels like it and if it serves a certain purpose. His communication style can be rather impersonal, and he might run the risk of coming across as not sensitive enough. In difficult situations, he will ask others for help and support when it is necessary. In doing so, he will compare his ideas to those of others.

If it is required, he will help others. He usually shows a pretty all-business attitude and mostly counts on the fact that others can take accountability for themselves. He finds a balance between conforming to his surroundings on the one hand and doing things his way on the other.

Summary of social talents of Anton Philips:

- Likes to stand out in groups and strongly determines the atmosphere.
- Has a moderate need for social contact.
- Has no great interest in people's problems.
- Looks for support when necessary.
- His manner is mostly all-business, but he will offer help when necessary.
- Finds a balance between conforming and doing his own thing.

Social talents scores



Influential talents

How and to what extent Anton Philips achieves his goals:

When trying to influence others Anton Philips can find a balance between being dominant and compliant. He usually tries to treat everyone equally. He is not easily bothered when others don't cooperate or when he has to face difficulties or resistance. He doesn't give up easily but can have some difficulty letting go of certain situations even when there is not much sense in pursuing them.

He knows how to use his energy in a balanced way. It implies that he will take the measures needed in order to reach a goal or influence someone else, depending on the situation. When trying to convince people, he tends to get assertive quickly, which can lead to tension and resistance. He can get very defensive if his personal interests are involved. Can adapt to frameworks and organizational culture if he wants to. As a result, he is able to find the common language with his colleagues and understand the surroundings he is in relatively faster. For that reason, people accept him a bit more willingly, which works for his ability to convince people.

Summary of influential talents of Anton Philips:

- Slightly prefers to use a subtle approach when convincing others but can be dominant when necessary.
- Will persist when facing resistance and does not just give up.
- Has an average amount of energy to reach goals.
- Tends to be very assertive and is very defensive when his personal interests are involved.
- Will conform when necessary.

Influential talents scores



Leadership talents

What ambitions Anton Philips has, and what kind of leadership style he adopts:

Anton Philips is really focused on a team and strongly prefers to let the group choose the direction. He almost always wants to discuss things with his colleagues or team. It can make him fall under the influence of others very quickly. He also has a moderate need for friendship or social contact with his direct colleagues. His management style will be either formal or informal, depending on the situation. As he does not always demonstrate social empathy, his management style may sometimes come across as strict.

As far as leadership is concerned, he has aspirations to lead and take responsibility for others. He can be described as someone who makes decisions quickly and effectively. Acting in a goal-oriented manner is of minor importance in his leadership style. He is focused on the process and maintaining good leadership relationships with his colleagues.

Summary of leadership talents of Anton Philips:

- Is focused on his colleagues or team to a very high extent.
- Adopts a formal or informal management style, depending on the situation, and is balanced.
- Has the ambition to be a leader
- Is reasonably decisive.
- Is more oriented on the process than on a goal.

Leadership talents scores



Organizational talents

How Anton Philips organizes his work:

Anton Philips has an average need for structure expressed in the form of discipline, management, or rules from his environment. The importance he attaches to order is in balance, and he can deal both with informal and hierarchical management styles. The way he organizes things is well-planned and structured (when needed). Flexibility and planning are in balance. He can perform both in a structured and hectic environment. Variety and change at work are sometimes important to him. His mindset is not that practical but more abstract and theoretical. He makes decisions pretty quickly and easily. He doesn't have a strong need to hear the opinion of others when making decisions and will mostly do things his way. He is less dependent on clearly stated goals when organizing his work. Improvises more easily and is more focused on the process.

Summary of organizational talents of Anton Philips:

- Has a moderate need for structure, rules, and regulations.
- Finds a balance between flexibility and a structured approach.
- Values variety in his job
- His mindset is more theoretical than practical.
- Is decisive.
- Process-oriented way of working, improvises fairly easily.

Organizational talents scores



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.

Communication

In this chapter, we will discuss which communicative behavior may have a positive effect on the candidate and which behavior should be avoided. Suggestions are given on what sort of approach may be efficient and what may have the opposite effect. This information can be especially useful for anyone who wants to communicate with this candidate.

Effective behavior

Suggestions for effective communication with Anton Philips:

- Create a friendly but formal atmosphere. Be organized and clear. Adopt a leading (but not a threatening) role.
- Give him enough space to implement his approach and express his views. Put it into practice afterward, if desired.
- Adopt a structured and organized communication style. Be informative, precise, and realistic. Quickly come to the point.

Avoidable behavior

Communicative behavior that is best to avoid with Anton Philips

- Focusing too much on the end goal. For him, the process itself is more important. Setting goals for a long-term period.
- Don't be too quick to talk about action and practical solutions because in most cases he wants to think for himself first.
- Making too many objections during the conversation.

Ideal working environment and preferences in management

Anton Philips prefers:

- An environment where the emphasis is put on cooperation and where there are enough opportunities for holding a discussion in order to obtain and provide feedback. An organization where collective decisions are made and the interaction between colleagues is pretty good.
- An environment where people mostly communicate in a factual and businesslike manner and where being straight to the point is appreciated.
- An organization where taking responsibility is important, and where he can eventually take on a leadership role.
- An environment that places more emphasis on the process than on specific goals and appreciates when people improvise when necessary and solve problems creatively.
- An environment where people know their place and have a clearly defined position or task. An organization where progress and performance are discussed and where achievements are not overlooked.
- An extroverted environment where people are encouraged to take the spotlight and share personal opinions and experiences.
- An environment where perseverance, hard work, and determination are greatly appreciated and where he doesn't have to constantly deal with changing priorities.
- An environment where people feel safe to demonstrate assertive behavior, defend their interests and draw boundaries.
- An environment that appreciates it when people are full of initiative, can solve their problems, and make decisions on their own where possible.

Development

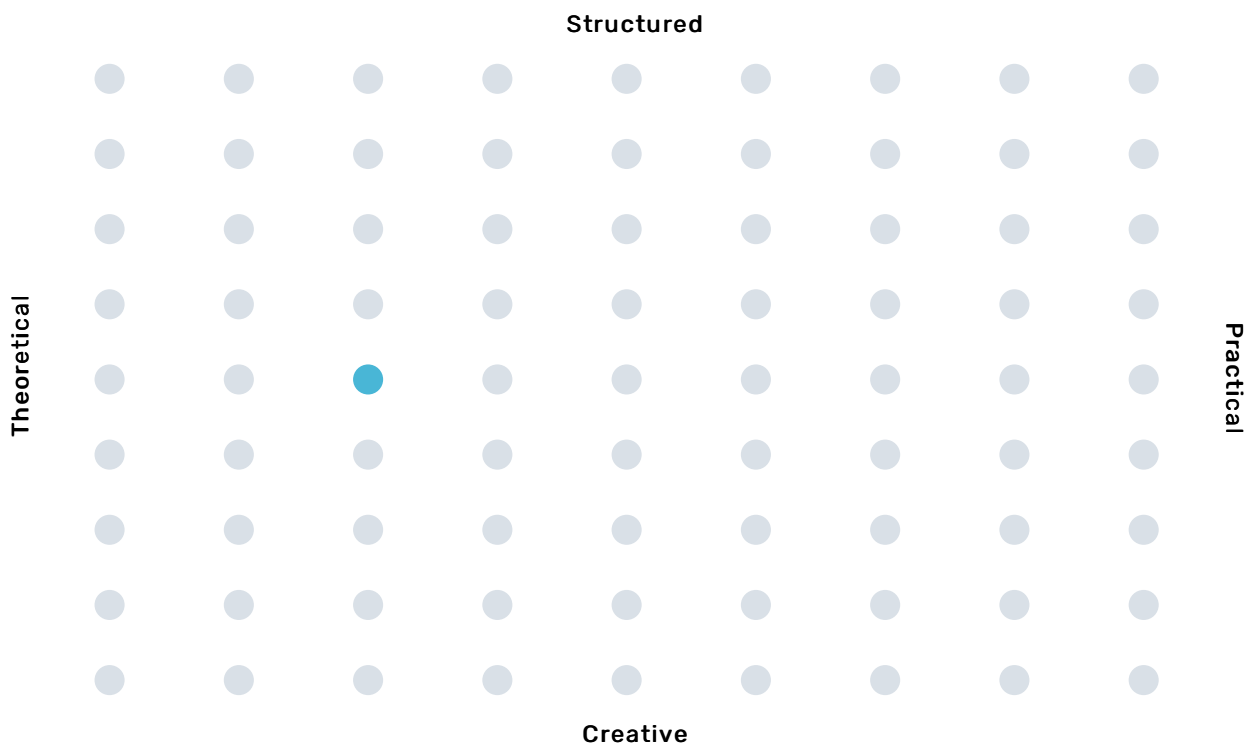
Suggestions

- Define goals that are concrete, feasible, and measurable.
- Divide long-term goals into short-term goals.
- Take time and schedule sessions to evaluate to what extent goals have been met.
- Take action in time to report when goals are not likely to be achieved and to adjust plans together with colleagues when possible.
- Show more understanding and interest in the personal circumstances and feelings of other people.
- Be tactful regarding issues that are sensitive to others.
- Adopt a more methodical approach to work and define a concrete, realistic plan.
- Keep the practical aspect of things in mind.
- Prevent him from sticking to his opinion or views without listening to others and taking their views into consideration.
- Make no hasty decisions, take a few steps back at times and reconsider options.
- Sometimes think about decisions more carefully and discuss them with others so that people around him understand his decisions better. In this way, he can get more support for his choices and decisions.
- Avoid behaving arrogantly.
- Take sufficient breaks and take a step back once in a while. Leave matters to others occasionally and unwind regularly.

Learning and development style

Preferences in learning and development of Anton Philips:

- It is easier for him to learn from theoretical sources (for example, books, blogs, colleges, and videos), and he really likes to grasp what he is learning. Therefore, make sure learning activities provide sufficient theoretical basis. Not to get stuck in theory, it is useful for him to consult with his colleagues about the aspect of the practical application of what he has learned.
- He has a talent for improvisation and likes to learn by simply trying new things. Preferably, he avoids learning plans with too many detailed goals and tight deadlines. Make him regularly discuss the progress of his learning activities so that he does not lose sight of the end goal and, if necessary, is able to adjust it.
- He dares to stand out and has enough energy to try out everything he has learned from contact with other people. Let him experiment with learning material in practice as much as he wants to. Thus he will get to a higher level faster and more easily.
- He likes to learn from people who inspire him or whose expertise he appreciates. During the learning process, it is useful for him to look for such people, show respect for their experience, and seek advice.
- He is a go-getter by nature and likes to have things done. If he makes good development agreements, he quickly takes on learning activities and does what has been agreed upon. Make sure that perseverance in itself does not become an end goal for him. Sometimes he can also give himself a break and rest to let the study material settle down.

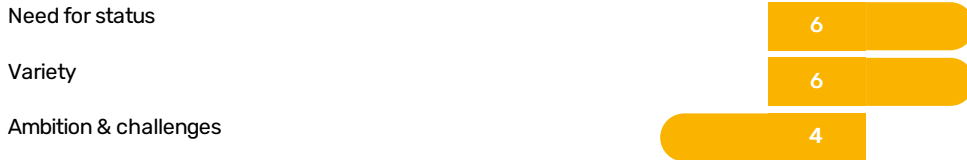


TMA Talent DNA

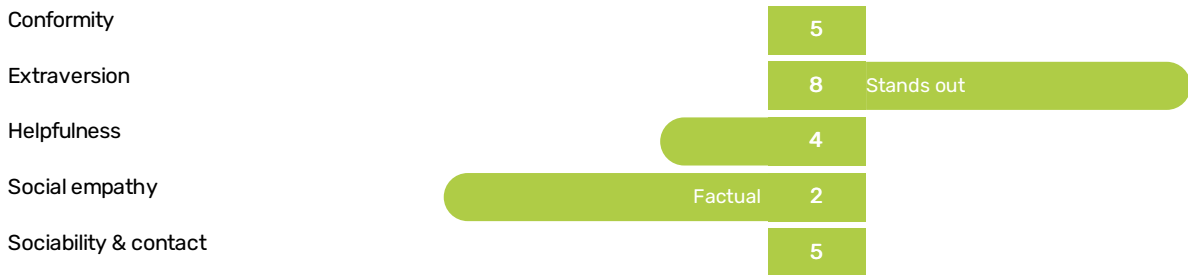
Emotional balance



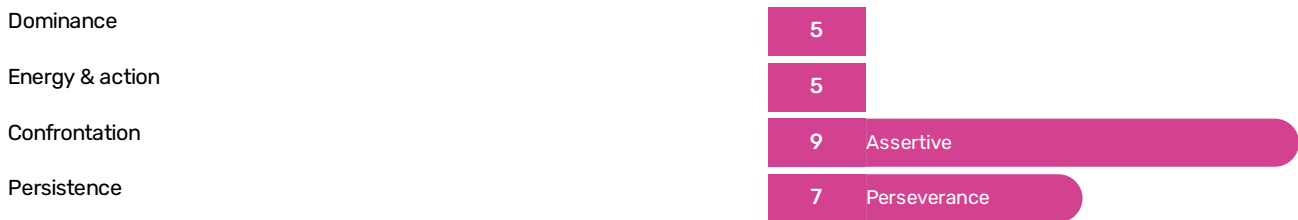
Motivation



Social talents



Influential talents



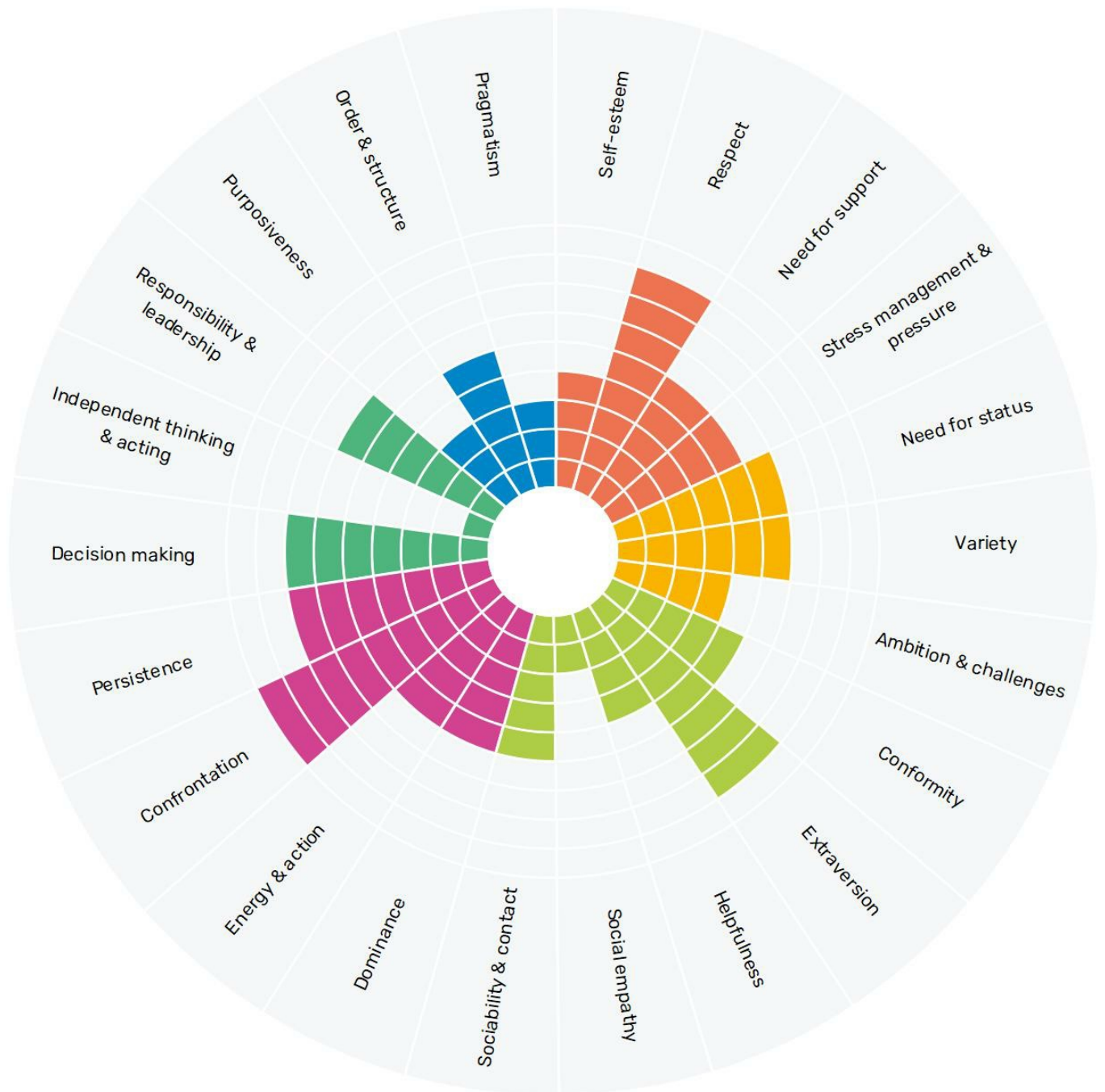
Leadership talents



Organizational talents



TMA Radar



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

Conclusion

demo demo demo