

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

Charles de Gaulle

Anton Philips

Carl Jung

Audrey Hepburn

Edith Piaf

Eddy Merckx

Selected competencies

For reporting the following competencies have been selected.

Attention To Detail: The ability to process detailed information effectively and consistently

Adaptability: The ability to remain fully functional by adapting to changing circumstances (environment, procedures, people).

Ambition: The drive to climb up, pursue a career, strive for success, and make an effort to achieve this.

Coaching: Encouraging and guiding employees to improve their performance and enhance their self-perception and problem-solving skills.

Business Orientation: The ability to recognize opportunities for new services and products and to act accordingly, taking measured risks into account.

Conduct: Making a good first impression and sustaining it for a long time.

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

Conflict Management: The ability to handle conflicting interests diplomatically and to help solve them.

Commercial Power: Acting from opportunities in the market; acting with a customer focus, and affiliating with appropriate contacts.

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



Attention To Detail
Adaptability
Social Awareness
Organization Sensitivity
Persuasiveness
Cooperation
Sociability
Leadership of Groups

Talented



Ambition
Delegating
Discipline
Initiative
Customer Orientation
Learning Ability
Listening
Conduct
Presenting
Need to Achieve
Sensitivity
Stress Management
Assertiveness
Conflict Management
Networking
Commercial Power

Moderately talented



Decisiveness
Coaching
Creativity
Courage
Energy
Flexible Behavior
Managing
Identification With Management
Independence
Business Orientation
Developing Employees
Forming Judgment
Perseverance
Vision
Innovative Power
Focus on Quality
Accountability

Untalented



Planning and Organizing
Controlling Progress
Result-Orientedness
Negotiating

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.

	Attention To Detail	Adaptability	Ambition	Coaching	Business Orientation	Conduct	Assertiveness	Conflict Management	Commercial Power
Anton Philips	●	●	●			●	●		●
Audrey Hepburn	●	●		●		●		●	
Edith Piaf	●	●	●		●		●	●	●
Total	100%	100%	67%	33%	33%	67%	67%	66%	66%