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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.

Overview of talents per TMA dimension

Emotional balance

Self-esteem

Balanced between being resilient and sensitive, realistic

Respect

Respectful, sense of hierarchy, takes advice well, admires other people's achievements

Need for support

Balanced between need for support and independence, knows when to ask for help

Stress management & pressure

Handles stress well without being stoical, pays attention to most problems

Motivation

Need for status

Sees personal status and recognition in perspective, responds reasonably to feedback

Variety

Focus and variation in balance, healthy curiosity, reasonable attention for surroundings

Ambition & challenges

Ambitious with a sense of perspective, healthy drive to perform well

Social talents

Conformity

Balanced between being formal and informal, applies rules when needed

Extraversion

Expressive, notable, optimistic, flamboyant, noticeably present

Helpfulness

Functionally prepared to help others, focused on his own responsibility

Social empathy

Straightforward and functional, responds to visible behavior, focused on business interests

Sociability & contact

Balanced between focusing on himself and on others, fairly communicative and team-oriented

Influential talents

Dominance

Balanced between influencing others subtly and dominantly, functionally directive

Energy & action

Moderately energetic, balanced between inner peace and need for action

Confrontation

Confrontational, assertive, guarding boundaries, easily agitated, explicit

Persistence

Tenacious, likes to work on and get things done, to overcome obstacles

Leadership talents

Decision making

Decides quickly and sticks to decisions, enterprising, problem-solving

Independent thinking & acting

Functionally team-oriented, collegial, likes deliberation, transparent, easily managed

Responsibility & leadership

Balanced between taking responsibility and letting it go, leading or following when necessary

Organizational talents

Purposiveness

Process-oriented, talent for improvisation, changes course easily

Order & structure

Balanced between focusing on detail and seeing a bigger picture, sufficiently flexible

Pragmatism

Theoretical, sensitive to symbols and rituals, not calculating, abstract

Competency potential overview

Very talented



Identification With
Management
Perseverance
Sociability

Talented



Accountability
Adaptability
Ambition
Assertiveness
Attention To Detail
Commercial Power
Conduct
Cooperation
Delegating
Discipline
Energy
Focus on Quality
Initiative
Leadership of Groups
Learning Ability
Managing
Need to Achieve
Organization Sensitivity
Persuasiveness
Presenting
Social Awareness
Stress Management

Moderately talented



Business Orientation
Coaching
Controlling Progress
Courage
Creativity
Customer Orientation
Decisiveness
Developing Employees
Flexible Behavior
Forming Judgment
Independence
Innovative Power
Negotiating
Networking
Planning and Organizing
Result-Orientedness
Vision

Less talented



Conflict Management
Listening
Sensitivity

Competency potential overview

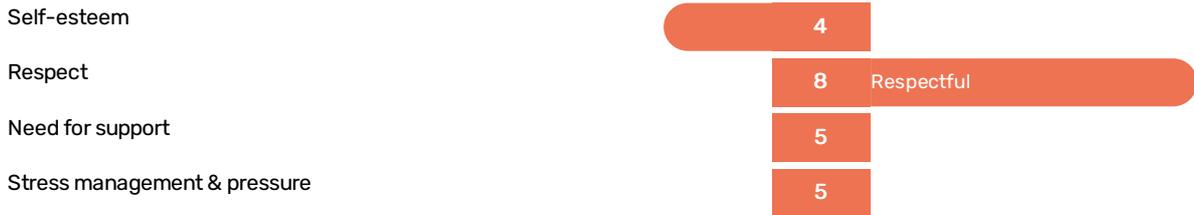
Very talented ●●●●● Talented ●●●●○ Moderately talented ●●●○○ Less talented ●○○○○ Inverse ●

Competency	Learnability	Drive 1	Drive 2	Drive 3
Perseverance	●●●●●	7	Persistence 7	
Identification With Management	●●●●●	6.5	Respect 8	Conformity 5
Sociability	●●●●●	6.5	Extraversion 8	Sociability & contact 5
Assertiveness	●●●●○	6.33	Sociability & contact 5	Dominance 5 Confrontation 9
Energy	●●●●○	6	Persistence 7	Energy & action 5
Persuasiveness	●●●●○	6	Extraversion 8	Dominance 5 Energy & action 5
Presenting	●●●●○	6	Extraversion 8	Self-esteem 4
Social Awareness	●●●●○	6	Variety 6	
Adaptability	●●●●○	5.5	Order & structure ●	Variety 6
Conduct	●●●●○	5.5	Conformity 5	Need for status 6
Learning Ability	●●●●○	5.5	Ambition & challenges 4	Persistence 7
Ambition	●●●●○	5.33	Ambition & challenges 4	Persistence 7 Energy & action 5
Leadership of Groups	●●●●○	5.33	Sociability & contact 5	Energy & action 5 Responsibility & leadership 6
Accountability	●●●●○	5	Self-esteem 4	Conformity 5 Responsibility & leadership 6
Attention To Detail	●●●●○	5	Order & structure 5	
Delegating	●●●●○	5	Helpfulness ●	Responsibility & leadership ● 6
Discipline	●●●●○	5	Order & structure 5	Conformity 5
Organization Sensitivity	●●●●○	5	Sociability & contact 5	Conformity 5
Stress Management	●●●●○	5	Stress management & pressure 5	
Focus on Quality	●●●●○	4.66	Order & structure 5	Variety ● 6 Conformity 5
Managing	●●●●○	4.66	Dominance 5	Responsibility & leadership 6 Purposiveness 3
Commercial Power	●●●●○	4.5	Ambition & challenges 4	Sociability & contact 5
Cooperation	●●●●○	4.5	Sociability & contact 5	Helpfulness 4
Initiative	●●●●○	4.5	Ambition & challenges 4	Energy & action 5
Need to Achieve	●●●●○	4.5	Ambition & challenges 4	Energy & action 5

Competency	Learnability		Drive 1		Drive 2		Drive 3	
Flexible Behavior	●●○○	4.33	Order & structure ●	5	Conformity ●	5	Purposiveness	3
Controlling Progress	●●○○	4	Order & structure	5	Purposiveness	3		
Decisiveness	●●○○	4	Independent thinking & acting	1	Decision making	7		
Forming Judgment	●●○○	4	Independent thinking & acting	1	Decision making	7		
Planning and Organizing	●●○○	4	Order & structure	5	Purposiveness	3		
Creativity	●●○○	3.66	Order & structure ●	5	Independent thinking & acting	1	Conformity ●	5
Customer Orientation	●●○○	3.66	Sociability & contact	5	Social empathy	2	Helpfulness	4
Networking	●●○○	3.5	Sociability & contact	5	Social empathy	2		
Vision	●●○○	3.5	Independent thinking & acting	1	Variety	6		
Business Orientation	●●○○	3.33	Ambition & challenges	4	Independent thinking & acting	1	Energy & action	5
Courage	●●○○	3.33	Independent thinking & acting	1	Self-esteem	4	Conformity ●	5
Negotiating	●●○○	3.33	Social empathy	2	Dominance	5	Purposiveness	3
Result-Orientedness	●●○○	3.33	Ambition & challenges	4	Pragmatism	3	Purposiveness	3
Coaching	●●○○	3	Social empathy	2	Helpfulness	4		
Developing Employees	●●○○	3	Social empathy	2	Helpfulness	4		
Independence	●●○○	3	Independent thinking & acting	1	Need for support ●	5		
Innovative Power	●●○○	3	Independent thinking & acting	1	Energy & action	5	Pragmatism	3
Conflict Management	●○○○	2.66	Sociability & contact	5	Social empathy	2	Confrontation ●	9
Listening	●○○○	2	Social empathy	2				
Sensitivity	●○○○	2	Social empathy	2				

TMA Talent DNA

Emotional balance



Motivation



Social talents



Influential talents



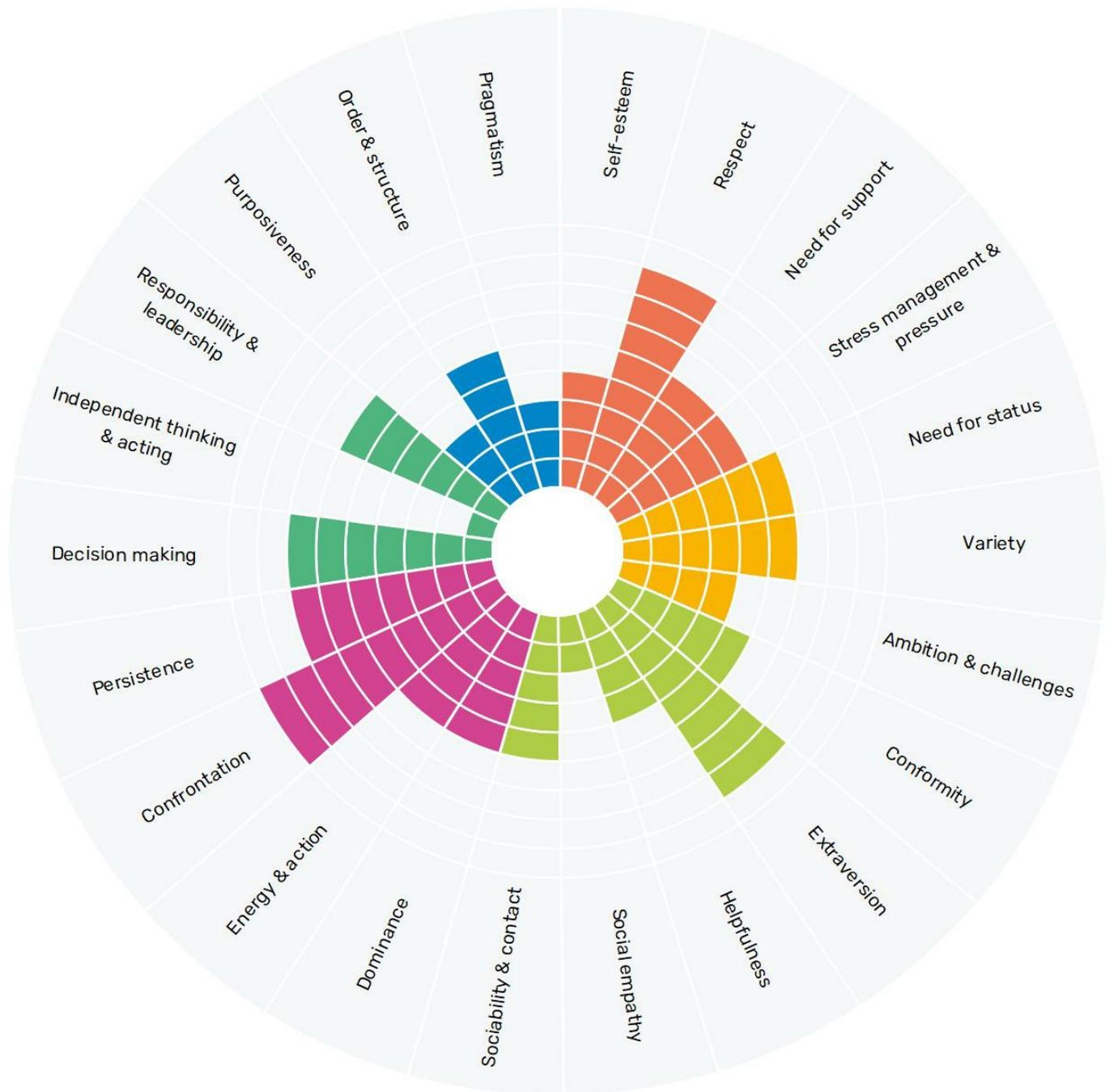
Leadership talents



Organizational talents



TMA Radar



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

Conclusion

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