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Introduction

The team report is based on the individual drive scores of the TMA Talent Assessment. Chapter 3 of the report shows a graphical overview of how talent scores are distributed within the team. The talent scores are divided into 3 categories: low talent scores (1, 2, 3), middle talent scores (4, 5, 6) and high talent scores (7, 8, 9). Based on the distribution of the drive scores, you can see the preferences and talents of the team. Chapter 4 of the report shows the high and low scores of all individual team members. In Chapter 5 the team's most outstanding behavioral preferences are highlighted and TMA team advice is provided.

Selected candidates

Charles de Gaulle

Anton Philips

Carl Jung

Audrey Hepburn

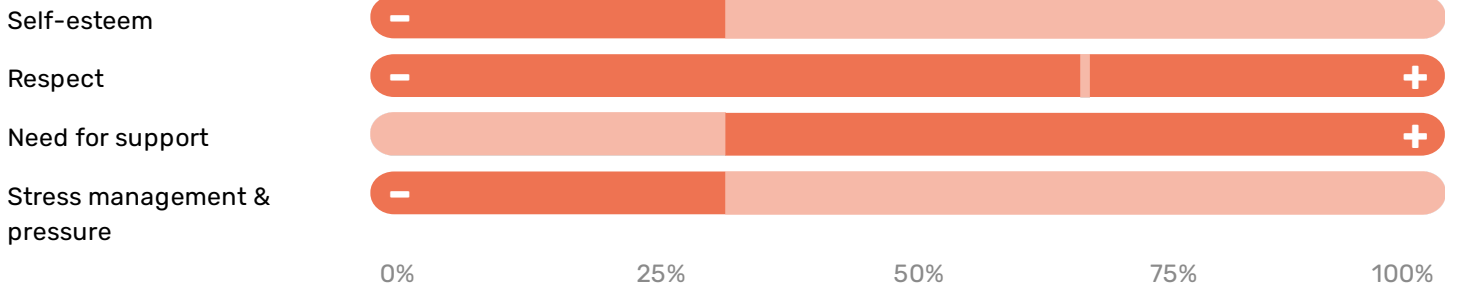
Edith Piaf

Eddy Merckx

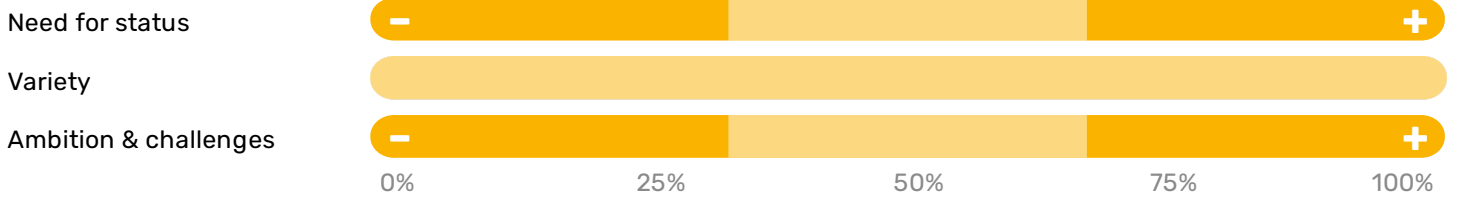
Graphic overview of the drive scores

The graph below displays the percentage distribution of team team scores per TMA Dimension in 3 categories: low, middle and high.

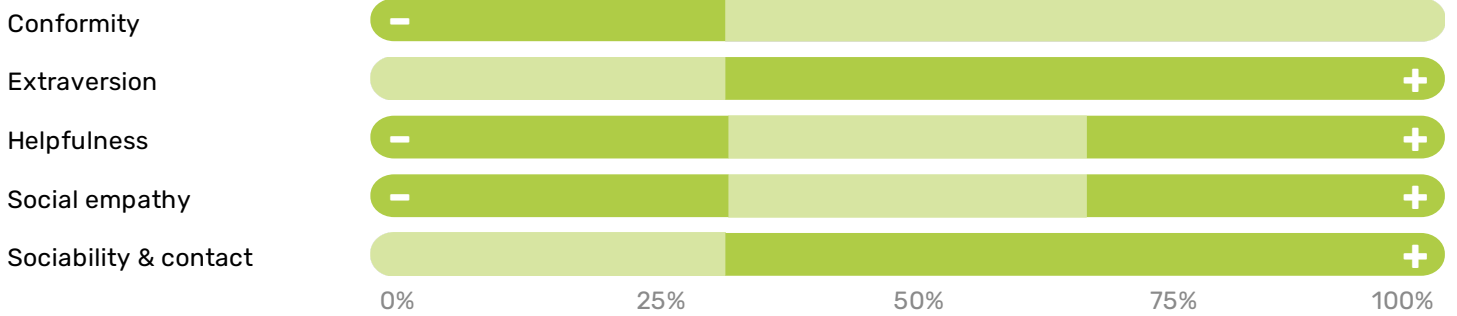
Emotional balance



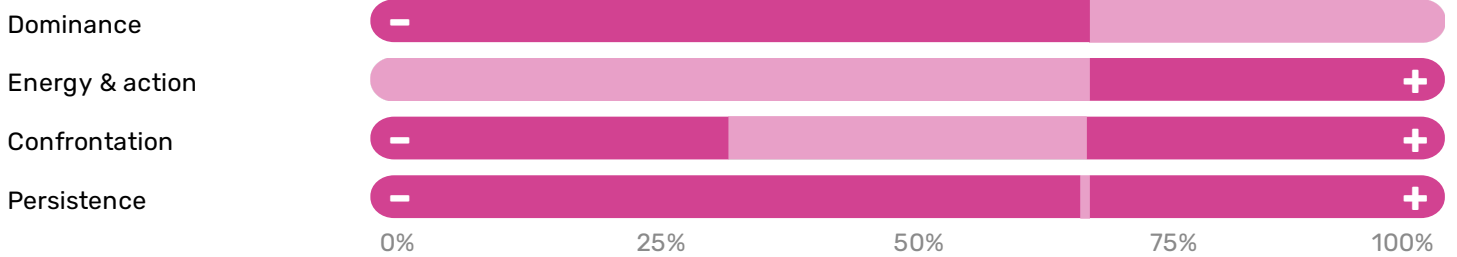
Motivation



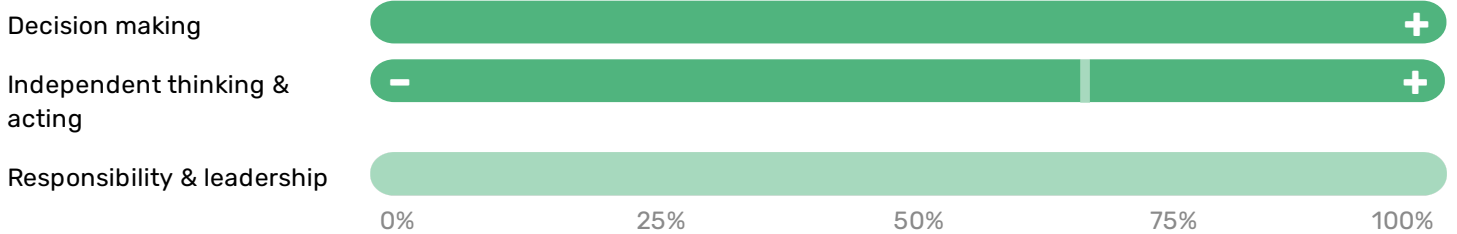
Social talents



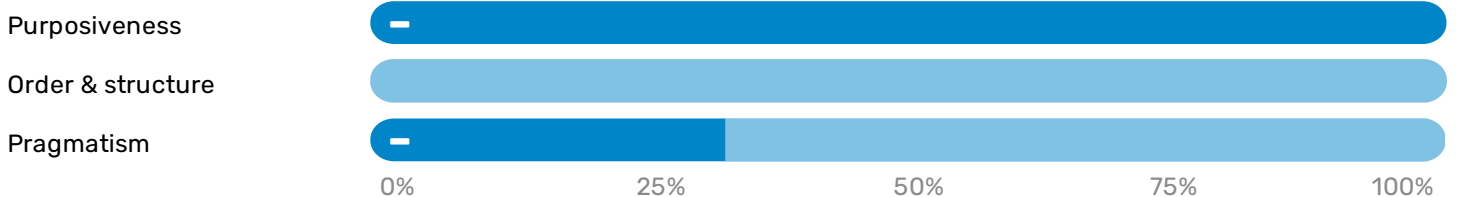
Influential talents



Leadership talents



Organizational talents



Team talents

In this chapter the most eminent behavioral preferences and talents of the team are highlighted. These may greatly influence the team culture and result on the way people prefer to work. The supplied recommendations can be used to enhance collaboration within the team and increase team's performance.

Self-esteem

Self-reflecting

The majority of the group is self-critical by nature and quickly sees the consequences of errors. They therefore have a talent for preventing errors.

Give particular tasks that do justice to the skill level of the people. In tasks that involve a lot of risk or are too challenging, excessive self-criticism is more present. Regularly discuss the positive contribution of the group. And try to put fear of failure in perspective to a certain extent and to adapt self-criticism to possibilities for improvement.

Respect

Equality

The majority of the team is based on equality. They have a feeling of hierarchy and it is easy for them to approach other people.

Treat people as equal partners first of all. From this equal position people may demand responsibility of each other easier. Encourage people in the organization from top to bottom to collaborate so they can use available knowledge. Make sure individuals do not put themselves above the group, because there is a chance that this person gets no support.

Need for support

Appreciates support

In adversity, most people in this group easily ask for support. They appreciate interest of others and they are grateful for help provided.

This group likes to discuss things with others and prefers to have regular consultations on their progress. It is useful to inquire regularly about the progress of work and to know if any problems arise. In case work activities or projects are not successful, it's desirable to render direct support. This group expects clear support from their environment in adversity. If they do not get this, they quickly become demotivated. Therefore teach the group how they can support each other better and not wait until help comes from the outside.

Stress management & pressure

Involved

Most people in this team are enthusiastic by nature. They quickly see the urgency of problems and complaints, and give priority to these.

These people are very much involved in work. The daily affairs usually affect them stronger and problems have a greater impact. Time and performance pressure usually also produce a counterproductive effect. It is therefore useful to regularly discuss with the group how they can regulate stress and pressure themselves by making procedures, positioning a person between the stressor and the group, installing additional rest or relaxation times, introducing better division of labor, organizing their work differently, etc.

Conformity

Groundbreaking

Most people in the group prefer to work without too many procedures and rules. They have a talent for coming up with creative solutions and think out of the box.

Give people as much space as possible to do their own work within main frameworks and within creative solutions. Don't use too many rules. There is a chance that these people will not blindly do what "should" be done. Discuss occasionally the main framework and demand commitment to stay inside, so people do not become limitless.

Extraversion

Stands out

This group includes many people who want to tell you what they think about things and what ideas they have.

Give the people in this group a place where they can express what they feel and think. Interest and attention are greatly appreciated! Use the optimism, confidence and flair of the group to deal with business problems. Please make sure that the team does not become too complacent or fight each other for attention.

Sociability & contact

Uniting

The majority of this group likes to work with others. Preferably in an informal and friendly way. They have a talent for communication and are potential networkers.

Let people work together as much as possible during their work in group relationships and provide a lot of space for social interaction. Friendly contact with others gives people energy and in contact with people they come up with better solutions faster. Discuss, where necessary, the way of working together so that the social interaction of the group at work remains the achievement of this team and organizational goals.

Dominance

Cooperative

Most people in the team are somewhat compliant by nature and do not need to assert themselves. They have a talent for subtle influence and thus generate less resistance

Make sure that other members of the group are not overshadowed by some dominant people. With dominant behavior of others, some people keep their mouths shut. Ask regularly, in an informal way, the opinion of all people, for example, by letting them express in writing during a meeting what they think the best approach or solution is. Focus on people who would normally say the least. Their opinion is very important because they break the status quo of the dominant people with their opinions.

Energy & action

Enterprising

Most people in the team have a lot of energy to tackle issues. They are enterprising and enthusiastic by nature and have a talent for taking initiative.

Spread the energy of the active people as much as possible on projects and tasks that require initiative and action. Make sure in any case that there are sufficient daily tasks with action elements. People become bored faster and possibly invent their own counterproductive actions. If people feel that the environment inhibits them: let them do some work so that they can present the environment with readymade plans and actions. Join that group when its members are overloaded. They are energetic indeed, but they also move faster within their own boundaries.

Persistence

Changes priorities

The majority of the team can quickly shift the course in adversity and they do not persevere when unnecessary. They have a talent to let go and prefer to work rather smart than hard.

Regularly discuss with the team the current way of working to gain all the desired results. Notice how the team can handle the job in a smarter way facing resistance and setbacks. When real endurance is required of the team, let the team come up with a simple plan: for example, split large tasks into smaller ones and divide the work among more people. Consider what can be outsourced or eliminated. Also you can deploy additional people with certain talents that support the group.

Decision making

Problem-solving

The majority of the group makes decisions quickly and is initiative by nature. They have talent for sticking to decisions and solving problems.

Involve these people mostly in operational and tactical decision-making processes: appoint short meetings aimed at taking decisions and action. Provide consultation on the decisions to be taken, because these people have strong opinions of their own. Ask people to formulate concise proposals including the potential impact of their proposal. After making a decision, it is important to take action. You will see that decisions made will be carried out without any effort.

Independent thinking & acting

Team-oriented

Naturally, most people in this group are real team players who adapt fast to the norms within the group. They have a talent for collegiality and doing things in accordance with others. They also take a lot of responsibility for their behavior and activities.

Perform regular consultations to coordinate work and cooperation with each other. Also encourage functional consultation with colleagues, because from this contact with people they will come up with better solutions. Note that decisions are taken in a proper manner during consultations. The group may have a tendency to just keep talking until everyone is happy.

Purposiveness

Process-oriented

The majority of the team focuses more on processes than on achieving concrete goals and results. They thereby have a talent for improvisation.

Give people as much space and confidence as possible to do their job within the agreed framework. These people have the talent to keep an eye on the end result and, where necessary, be "creative" to make adjustments. Perform occasional consultations on the interim results and ask people to make adjustment plans if necessary.

Pragmatism

Abstract-thinking

The majority of the team would prefer to analyze and consider things first before taking action.

Provide sufficient time for the group to analyze issues and think the actions through. Provide necessary assistance to grasp things faster. Thoroughly discuss deadlines with the group so that people actually take action after a period of reflection.





Drives and talents per person

In this chapter, you will find a graphical distribution of the talent scores for every individual team member per TMA dimension. The talent scores (4, 5, 6) are not displayed. The talent signals relate to the scores 1,2,3 (first column) and 7,8,9 (second column). The overall percentage is related to the specific talent signals within the team.

Emotional balance



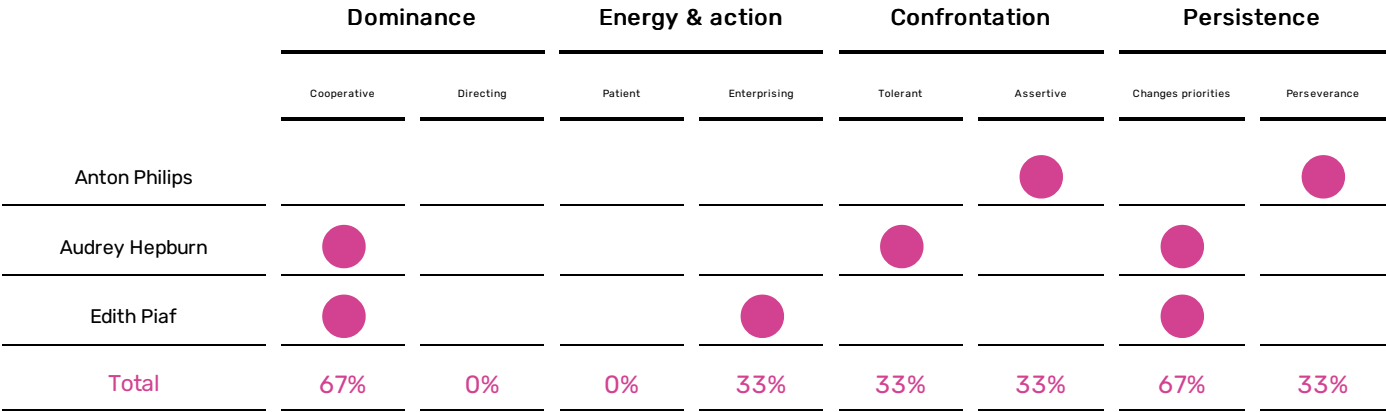
Motives

	Need for status		Variety		Ambition & challenges	
	Humble	Presentable	Focus	Diverse	Satisfied	Focus on achievements
Anton Philips						
Audrey Hepburn						
Edith Piaf						
Total	33%	33%	0%	0%	33%	33%

Social talents

	Conformity		Extraversion		Helpfulness		Social empathy		Sociability & contact	
	Groundbreaking	Dutiful	Gives way to others	Stands out	Level-headed	Service-oriented	Factual	Empathetic	Individualistic	Uniting
Anton Philips				●			●			
Audrey Hepburn				●		●		●		●
Edith Piaf	●				●					●
Total	33%	0%	0%	67%	33%	33%	33%	33%	0%	67%





Influential talents



Leadership talents

	Decision making		Independent thinking & acting		Responsibility & leadership	
	Deliberating	Problem-solving	Team-oriented	Autonomous	Compliant	Leading
Anton Philips		●	●			
Audrey Hepburn		●	●			
Edith Piaf		●		●		
Total	0%	100%	67%	33%	0%	0%

Organizational talents

	Purposiveness		Order & structure		Pragmatism	
	Process-oriented	Goal-oriented	Creative	Precise	Abstract-thinking	Practical
Anton Philips						
Audrey Hepburn						
Edith Piaf						
Total	100%	0%	0%	0%	33%	0%