

Anton Philips



Table of contents

Introduction	3
Drives overview	4
Conclusion	10

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

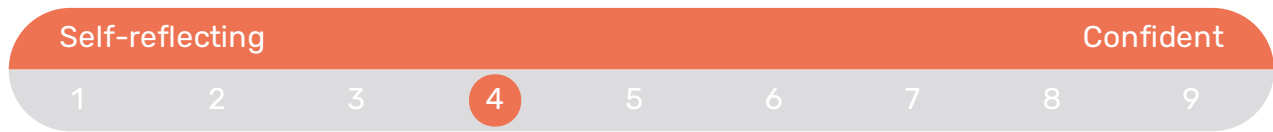
Drives and talents are the key factors that influence people's behavior. Behavior results from what you can do (competencies and cognitive capabilities), what you want to do (drives and talents), and your specific environment that might be stimulating or hindering your behavior. Tasks and activities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

Drives overview

Emotional balance

Self-esteem

The extent to which the person has self-esteem and mental stability



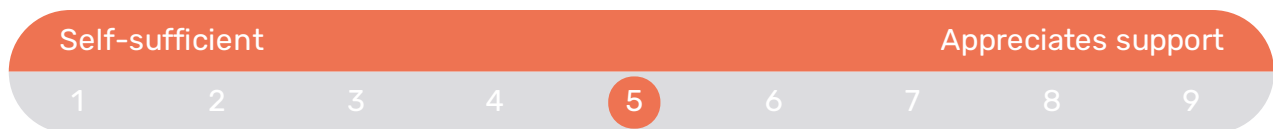
Respect

The extent to which the person respects other people and looks up to them.



Need for support

The extent to which the person needs support from the people around him.



Stress management & pressure

The extent to which the person can deal with pressure and stressful situations.



Motivation

Need for status

The extent to which the person needs to be held in high esteem and demands recognition for his work and achievements.



Variety

The extent to which the person needs variety.



Ambition & challenges

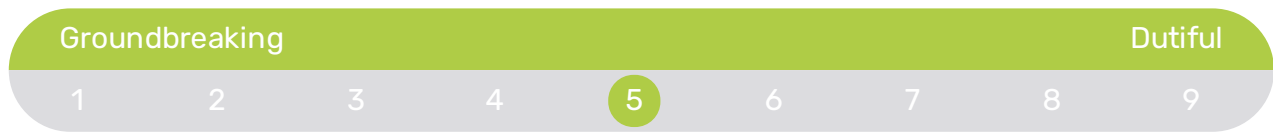
The extent to which the person is competitive, is willing to strive to be successful and looks for challenges.



Social talents

Conformity

The extent to which the person adapts and conforms to different surroundings.



Extraversion

The extent to which the person likes to stand out and leans toward extrovert behavior.



Helpfulness

The extent to which the person is willing to help and support others.



Social empathy

The extent to which the person has a, not necessarily functional, intrinsic interest in people's problems and in analyzing other people's behavior.



Sociability & contact

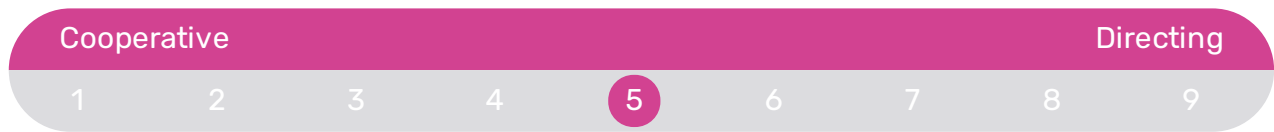
The extent to which the person needs friendship and social contact.



Influential talents

Dominance

The extent to which the person acts powerfully and dominantly.



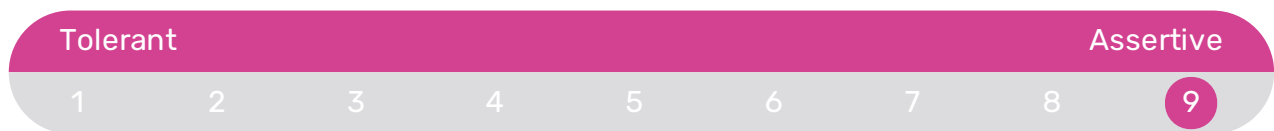
Energy & action

The extent to which the person has the energy to perform tasks and to achieve goals.



Confrontation

The extent to which the person dares to react in a confrontational manner and sets verbal boundaries.



Persistence

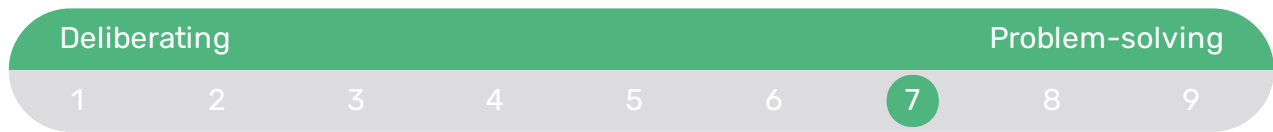
The extent to which the person persists and perseveres.



Leadership talents

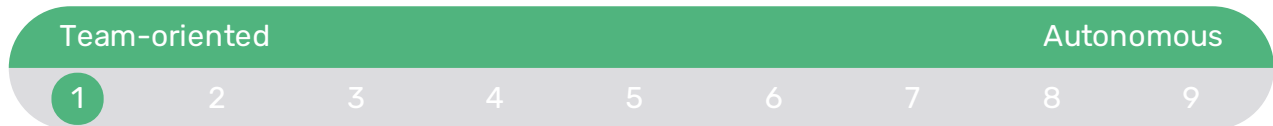
Decision making

The extent to which the person takes clear positions, makes decisions and stands by them.



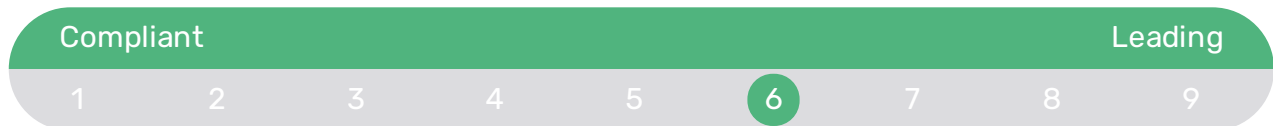
Independent thinking & acting

The extent to which the person needs autonomy and independence in forming his judgments and actions



Responsibility & leadership

The extent to which the person wants to be in charge and take responsibility.



Organizational talents

Purposiveness

The extent to which the person is focused on (defined) goals and results.



Order & structure

The extent to which the person needs a structured approach, order and neatness.



Pragmatism

The extent to which the person values a practical and useful approach and adopts a practical attitude.



Conclusion

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