TMA Talent Assessment
Talent and Competency passport

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## Introduction

TMA Talent Assessment measures your drives, talents, motivation and 53 competencies.

#### **Drives and talents**

Drives are the building blocks of one's personality. In other words, they define it. Drives have a major influence on people's behavior and their (potential) development. Talents are the positively formulated types of behavior and explanations that arise from high and low scores on the drives.

#### Motivation

Drives and related talents are important factors that may stimulate or hinder a person's behavior. Behavior is not only determined by what a person can do (competencies and cognitive capabilities) but also by what he wants to do (drives and talents). All of it takes place in a certain environment that stimulates or discourages. Tasks that are in line with personal drives and talents are usually seen as motivational.

## Overview of talents per TMA dimension

## Emotional balance

#### Need for support

Independent, comes across as tough, needs little support or guidance

#### Respect

Strives for equality, sees hierarchy in perspective, approaches superiors easily

Self-esteem Balanced between being resilient and sensitive, realistic

#### Stress management & pressure

Very stable, sometimes stoical, sees problems and complaints in perspective, immune to stress, delivers under pressure

## Motivation

#### Ambition & challenges

Very ambitious, competitive, strongly driven, focus on challenges and achievements

#### Need for status

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

#### Variety

Sharp focus, little need to spread attention, concentrated, loyal

## Social talents

**Conformity** Balanced between being formal and informal, applies rules when needed

#### Extraversion

Balanced between drawing attention to himself and to others, presents himself reasonably well

#### Helpfulness

Very accommodating, philanthropic, likes to facilitate, expects little responsibility from others, service-oriented

#### Sociability & contact

Individual, likes solitude, functional communicator, reserved, selective in relationships

**Social empathy** Intrinsically empathetic, very diplomatic and intuitive, natural listener with social antenna

## Influential talents

#### Dominance

Balanced between influencing others subtly and dominantly, functionally directive

#### **Energy & action**

Peace of mind, calm, sitting on the fence, patient, cautious, deliberate

#### Persistence

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

#### Self-assertion

Balanced between preventing strife and being confrontational, proportionate in response, reasonably tolerant

## Leadership talents

**Decision making** Nuanced, consults and considers, sometimes indecisive

#### Independent thinking & acting

Free-thinking, autonomous, strong own views and opinions, mostly self-depending

#### **Responsibility & leadership**

Usually compliant, malleable, accepting decisions, sometimes resigned, easily managed

### Organizational talents

#### Order & structure

Well-organized, accurate, neat, methodical, meets appointments, may be rigid

#### Pragmatism

Very practical, focused on usefulness, efficient, calculating, solution-oriented

#### Purposiveness

Fairly goal-oriented, needs some direction, able to digress from objectives

## Competency potential overview

#### Very talented

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Attention To Detail Coaching Controlling Progress Developing Employees Discipline Focus on Quality Independence Learning Ability Listening Perseverance Planning and Organizing Result-Orientedness Sensitivity Stress Management

### Talented

#### $\bullet \bullet \bullet \circ$

Ambition Business Orientation Conduct Conflict Management Cooperation Courage Creativity Customer Orientation Decisiveness Delegating Forming Judgment Innovative Power Negotiating Networking Presenting

## Moderately talented

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Accountability Assertiveness Commercial Power Energy Flexible Behavior Identification With Management Initiative Managing Need to Achieve Organization Sensitivity Persuasiveness Sociability Vision

#### Less talented

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Adaptability Leadership of Groups Social Awareness

# Competency potential overview

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Innovative Power       Independent thinking & acting       7       Energy & action       1       Pragmatism       7         Networking       Image:	Conflict Management	•••0	5		1	Social empathy	9	Self-assertion 🖨	5
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Competency	Learnability		Drive 1		Drive 2		Drive 3	
Conduct	•••0	4.5	Conformity	5	Need for status	4		
Decisiveness	•••0	4.5	Independent thinking & acting	7	Decision making	2		
Delegating	•••0	4.5	Helpfulness 🖨	9	Responsibility & leadership 🖨	2		
Forming Judgment	•••0	4.5	Independent thinking & acting	7	Decision making	2		
Accountability	••••	4.33	Self-esteem	6	Conformity	5	Responsibility & leadership	2
Flexible Behavior	••00	4.33	Order & structure <b>O</b>	8	Conformity 🖨	5	Purposiveness	6
Commercial Power	••00	4	Ambition & challenges	7	Sociability & contact	1		
Energy	••00	4	Persistence	7	Energy & action	1		
Initiative	••00	4	Ambition & challenges	7	Energy & action	1		
Managing	••00	4	Dominance	4	Responsibility & leadership	2	Purposiveness	6
Need to Achieve	••••	4	Ambition & challenges	7	Energy & action	1		
Vision	••••	4	Independent thinking & acting	7	Variety	1		
Persuasiveness	••00	3.66	Extraversion	6	Dominance	4	Energy & action	1
Identification With Management	••00	3.5	Respect	2	Conformity	5		
Sociability	••00	3.5	Extraversion	6	Sociability & contact	1		
Assertiveness	••00	3.33	Sociability & contact	1	Dominance	4	Self-assertion	5
Organization Sensitivity	••00	3	Sociability & contact	1	Conformity	5		
Adaptability	•000	1.5	Order & structure 🖨	8	Variety	1		
Leadership of Groups	•000	1.33	Sociability & contact	1	Energy & action	1	Responsibility & leadership	2
Social Awareness	•000	1	Variety	1				

# DNA of TMA Talents

## **Emotional balance**



### **DNA of TMA Talents**

