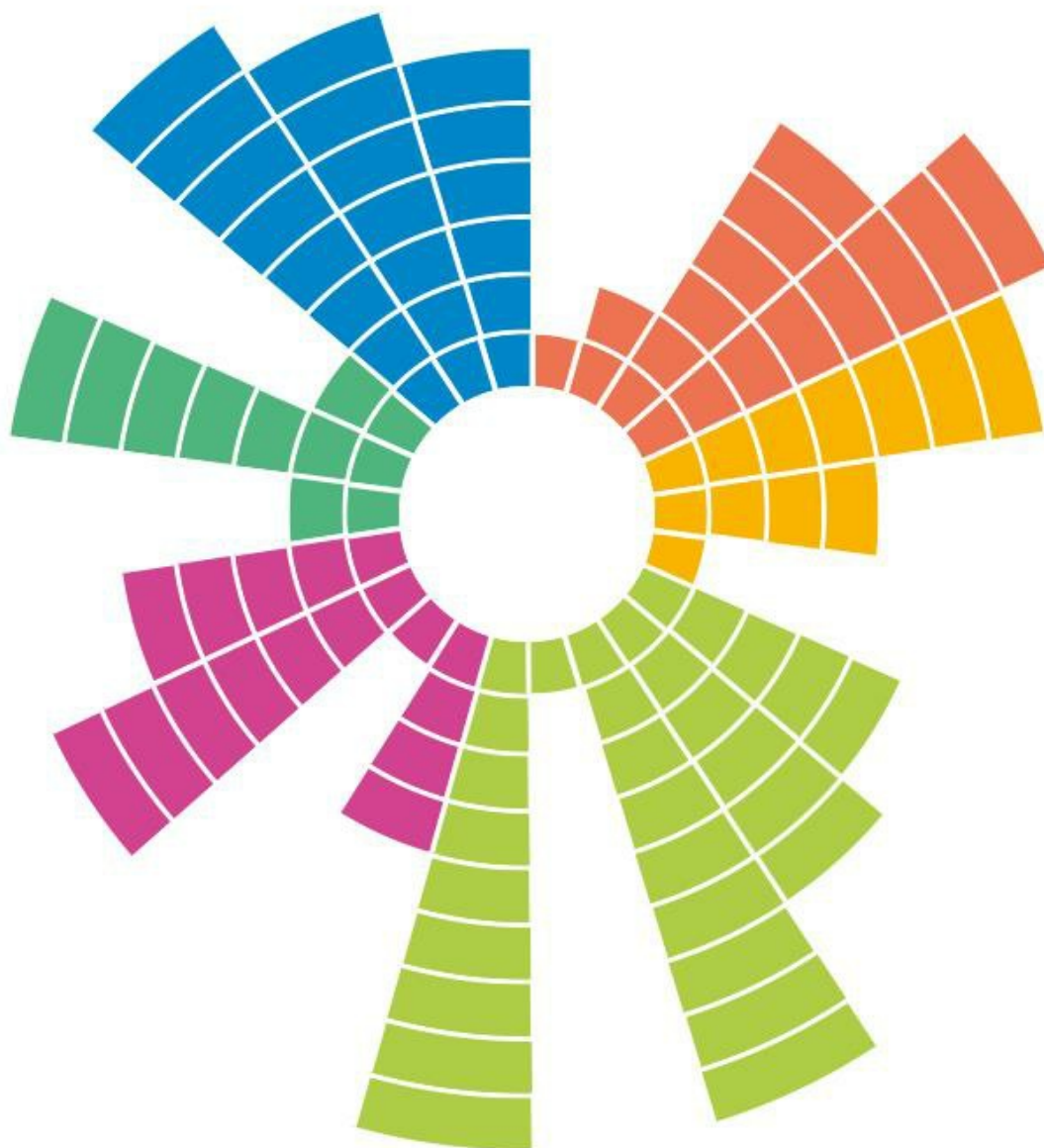


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Ingrid Bergman



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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, responds 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-dependent

### 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



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



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

## Moderately talented



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

## Less talented



Adaptability  
 Leadership of Groups  
 Social Awareness

# Competency potential overview

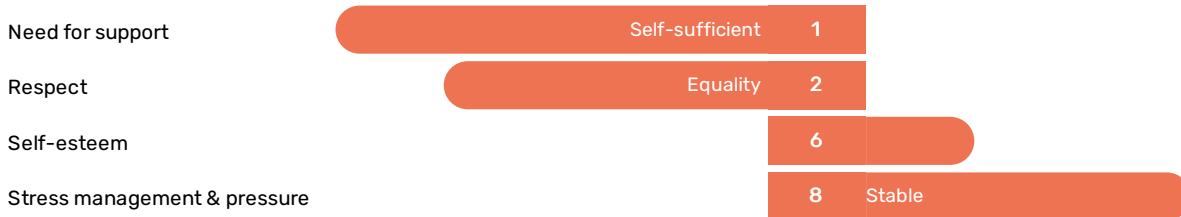
Very talented ●●●●● Talented ●●●●○ Moderately talented ●●●○○ Less talented ●○○○○ Inverse ●

Competency	Learnability		Drive 1		Drive 2		Drive 3	
Coaching	●●●●●	9	Social empathy	9	Helpfulness	9		
Developing Employees	●●●●●	9	Social empathy	9	Helpfulness	9		
Listening	●●●●●	9	Social empathy	9				
Sensitivity	●●●●●	9	Social empathy	9				
Attention To Detail	●●●●●	8	Order & structure	8				
Independence	●●●●●	8	Independent thinking & acting	7	Need for support ●	1		
Stress Management	●●●●●	8	Stress management & pressure	8				
Focus on Quality	●●●●●	7.33	Order & structure	8	Variety ●	1	Conformity	5
Controlling Progress	●●●●●	7	Order & structure	8	Purposiveness	6		
Learning Ability	●●●●●	7	Ambition & challenges	7	Persistence	7		
Perseverance	●●●●●	7	Persistence	7				
Planning and Organizing	●●●●●	7	Order & structure	8	Purposiveness	6		
Result-Orientedness	●●●●●	6.66	Ambition & challenges	7	Pragmatism	7	Purposiveness	6
Discipline	●●●●●	6.5	Order & structure	8	Conformity	5		
Customer Orientation	●●●●○	6.33	Sociability & contact	1	Social empathy	9	Helpfulness	9
Negotiating	●●●●○	6.33	Social empathy	9	Dominance	4	Purposiveness	6
Courage	●●●●○	6	Independent thinking & acting	7	Self-esteem	6	Conformity ●	5
Presenting	●●●●○	6	Extraversion	6	Self-esteem	6		
Ambition	●●●●○	5	Ambition & challenges	7	Persistence	7	Energy & action	1
Business Orientation	●●●●○	5	Ambition & challenges	7	Independent thinking & acting	7	Energy & action	1
Conflict Management	●●●●○	5	Sociability & contact	1	Social empathy	9	Self-assertion ●	5
Cooperation	●●●●○	5	Sociability & contact	1	Helpfulness	9		
Innovative Power	●●●●○	5	Independent thinking & acting	7	Energy & action	1	Pragmatism	7
Networking	●●●●○	5	Sociability & contact	1	Social empathy	9		
Creativity	●●●●○	4.66	Order & structure ●	8	Independent thinking & acting	7	Conformity ●	5

Competency	Learnability		Drive 1		Drive 2	Drive 3	
Conduct	●●●○	4.5	Conformity	5	Need for status	4	
Decisiveness	●●●○	4.5	Independent thinking & acting	7	Decision making	2	
Delegating	●●●○	4.5	Helpfulness ☹	9	Responsibility & leadership ☹	2	
Forming Judgment	●●●○	4.5	Independent thinking & acting	7	Decision making	2	
Accountability	●●○○	4.33	Self-esteem	6	Conformity	5	Responsibility & leadership 2
Flexible Behavior	●●○○	4.33	Order & structure ☹	8	Conformity ☹	5	Purposiveness 6
Commercial Power	●●○○	4	Ambition & challenges	7	Sociability & contact	1	
Energy	●●○○	4	Persistence	7	Energy & action	1	
Initiative	●●○○	4	Ambition & challenges	7	Energy & action	1	
Managing	●●○○	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	●●○○	3.66	Extraversion	6	Dominance	4	Energy & action 1
Identification With Management	●●○○	3.5	Respect	2	Conformity	5	
Sociability	●●○○	3.5	Extraversion	6	Sociability & contact	1	
Assertiveness	●●○○	3.33	Sociability & contact	1	Dominance	4	Self-assertion 5
Organization Sensitivity	●●○○	3	Sociability & contact	1	Conformity	5	
Adaptability	●○○○	1.5	Order & structure ☹	8	Variety	1	
Leadership of Groups	●○○○	1.33	Sociability & contact	1	Energy & action	1	Responsibility & leadership 2
Social Awareness	●○○○	1	Variety	1			

# DNA of TMA Talents

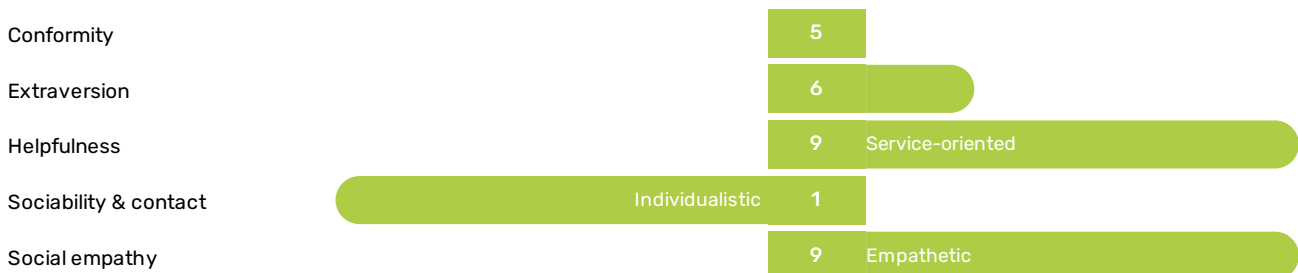
## Emotional balance



## Motivation



## Social talents



## Influential talents



## Leadership talents

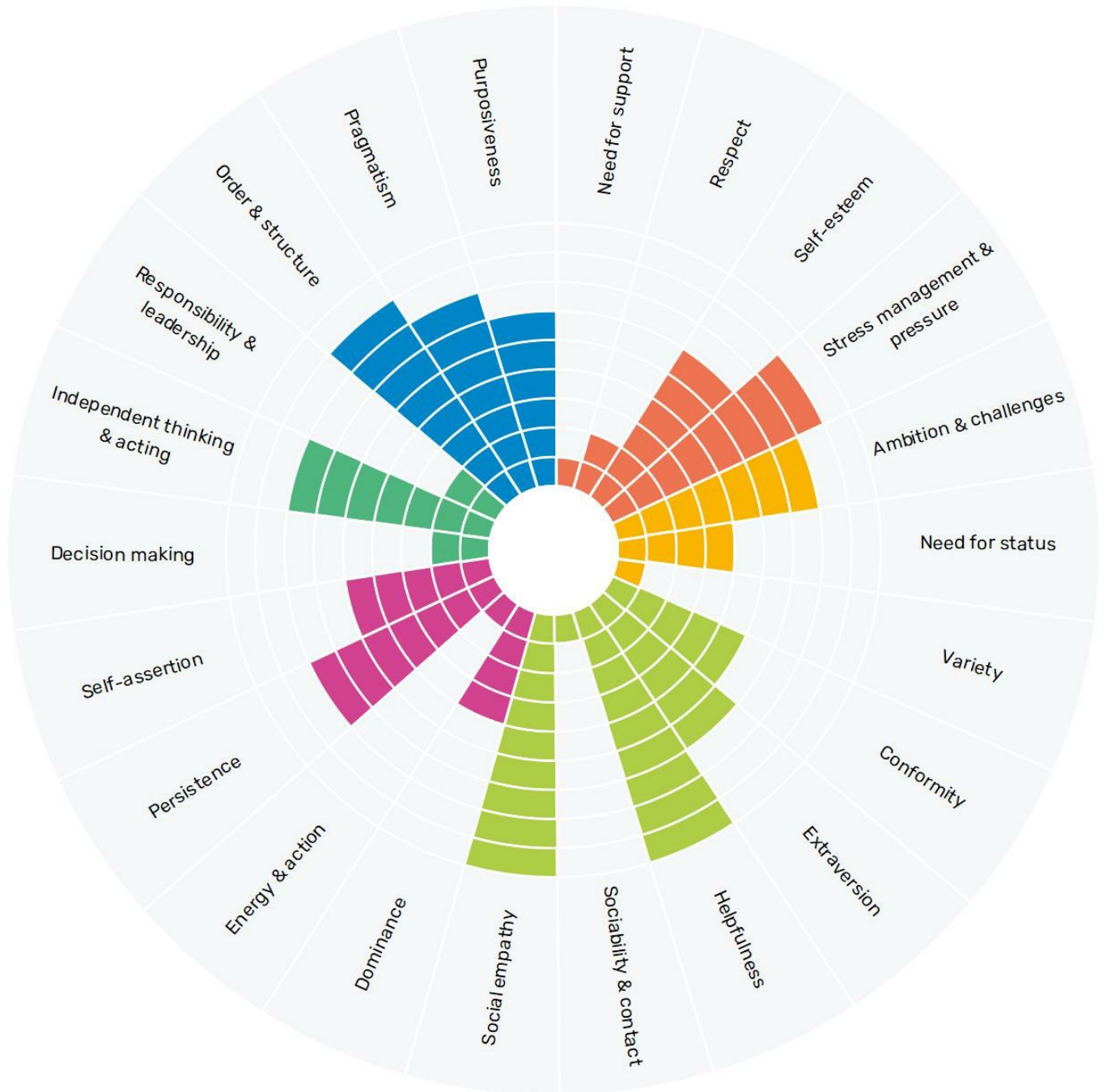


## Organizational talents





# DNA of TMA Talents



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