TMA talent assessment
Competency match and interview guide
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TMA Competency Assessment

TMA Competency Match Assessment converts the talent scores into the indication scores on a competency level. Interview questions will be displayed per competency.

General remarks about the TMA reports

The TMA Talent Assessment reports on 22 independent drives and 44 talents. The personality of a candidate is never described as positive or negative; TMA reports give no final judgment about the candidate. Of course, under certain circumstances and for a certain job or culture particular talents and personality traits are more or less desirable.

The scores, graphs and personality descriptions of various TMA reports are intended to be guidelines. The TMA reports serve as advice and suggestion instrument, you make the final decision. TMA is a method that turns selection, assessment, coaching and appraisal procedures into more structured, thorough and focused processes.

Interview

In the expert report you will find a plan for the interview. The competency assessment is an addendum to the expert report. If you wish to continue your interview on talents which form the base of competencies you will find the interview questions here.

Never give this expert report to the candidate. If you wish to hand out a report, please, use the candidate report.

Accountability

Competency	Score	Ideal score	GAP
Accountability	48.1	0	48.1
Adaptability	83.3	0	83.3
Ambition	51.9	0	51.9

Function:

test

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Ideal score

Explanation report

Competency assessment converts the talent scores into the indication scores on a competency level. Then the competency score of the candidate will be matched with the ideal score for the function. When the minimum level is met, the competency is highlighted in green, in other cases in red. A numerical overview is also depicted in the GAP column. If the number is 0 or higher there is a match. A negative number is a potential mismatch. At the end of the report the level of importance for the function is depicted. This is also the way this report is sorted. The graph is alphabetical.

Description

Being accountable and passing on accountability for one's own actions and those of colleagues and the organization.

Drives/talents which form the psychological base for this competency:

Talent(s)	Talent norm score	Inversion
Conformity	3	No
Self-esteem	9	No
Responsibility & leadership	1	No

Interview questions

1. Can you name an example of a major problem within your department or organization that you were not initially involved in, and for which you still took responsibility to ensure that everything was resolved? What did you do? Who did you involve in it? How was the problem resolved?
2. Did you consciously deviate from an important agreement or rule? What was going on? How did you communicate that to the stakeholders? On what basis did you make that choice? What was the result?
3. Give an example of an error made by someone else for which you took responsibility towards third parties? Why? What did you do afterwards with regard to the person who made the mistake? What was the outcome?

Description

The ability to remain fully functional by adapting to changing circumstances (environment, procedures, people).

Drives/talents which form the psychological base for this competency:

Talent(s)	Talent norm score	Inversion
Order & structure	1	Yes
Variety	6	No

Interview questions

1. Did your organization ever have to change in a way with which you did not agree? Why and when did you give in to that change?
2. An organization's policy changes sometimes. Did you ever come across such change and how did you respond to it?
3. In case you ever changed jobs, what were the difficulties you encountered? Describe your personal changing process.
4. Organizations are usually progressing. Could you describe the way your position has changed? How did you cope with this?
5. Could you describe a recent situation in which you had to adjust your plan or rethink your priorities? What was the context and what exactly did you do? What were the adjustments you made and how did you implement them? What was difficult for you to release?

Description

The drive to climb up, to pursue a career, to strive for success and make an effort to achieve this.

Drives/talents which form the psychological base for this competency:

Talent(s)	Talent norm score	Inversion
Ambition & challenges	8	No
Energy & action	2	No
Persistence	4	No

Interview questions

1. Could you give an example that shows how important money is to you?
2. Have you planned your personal career? How does your current position fit in?
3. When are you satisfied with your work? What are your standards?
4. How did you shape your career so far? Why did you want your current position and how did you get there?
5. Why do / did you want this / that position? What have you done to acquire it?