

TMA talent assessment

Potential Overview

Validated by TMA expert: (Edwin van IJzendoorn)

1/4/2018

Sara Berger

i = inverse

Competency name	Can be developed		Talent 1		Talent 2		Talent 3	
Accountability	Reasonably	4.33	Conformity	3	Self-esteem	9	Responsibility & leadership	1
Adaptability	Easily	7.5	Order & structure(i)	1	Variety	6		
Ambition	Reasonably	4.67	Ambition & challenges	8	Energy & action	2	Persistence	4
Assertiveness	Reasonably	4.67	Dominance	3	Confrontation	7	Sociability & contact	4
Attention To Detail	Difficult	1	Order & structure	1				
Business Orientation	Reasonably	4	Ambition & challenges	8	Independent thinking & acting	2	Energy & action	2
Coaching	Reasonably	4	Social empathy	5	Helpfulness	3		
Commercial Power	Reasonably	6	Ambition & challenges	8	Sociability & contact	4		
Conduct	Reasonably	6	Conformity	3	Need for status	9		
Conflict Management	Reasonably	4	Social empathy	5	Sociability & contact	4	Confrontation(i)	7
Controlling Progress	Reasonably	4.5	Purposiveness	8	Order & structure	1		
Cooperation	Difficult	3.5	Sociability & contact	4	Helpfulness	3		
Courage	Reasonably	6	Self-esteem	9	Independent thinking & acting	2	Conformity(i)	3
Creativity	Reasonably	6	Independent thinking & acting	2	Order & structure(i)	1	Conformity(i)	3
Customer Orientation	Reasonably	4	Social empathy	5	Helpfulness	3	Sociability & contact	4
Decisiveness	Reasonably	4	Decision making	6	Independent thinking & acting	2		
Delegating	Easily	8	Helpfulness(i)	3	Responsibility & leadership(i)	1		
Developing Employees	Reasonably	4	Social empathy	5	Helpfulness	3		
Discipline	Difficult	2	Conformity	3	Order & structure	1		
Energy	Difficult	3	Energy & action	2	Persistence	4		
Flexible Behavior	Easily	8	Purposiveness	8	Order & structure(i)	1	Conformity(i)	3
Focus on Quality	Difficult	2.67	Order & structure	1	Variety(i)	6	Conformity	3
Forming Judgment	Reasonably	4	Decision making	6	Independent thinking & acting	2		
Identification With Management	Reasonably	4.5	Conformity	3	Respect	6		
Independence	Difficult	2	Independent thinking & acting	2	Need for support(i)	8		
Initiative	Reasonably	5	Energy & action	2	Ambition & challenges	8		
Innovative Power	Difficult	3	Pragmatism	5	Independent thinking & acting	2	Energy & action	2
Insight	no indication							
Integrity	no indication							
Leadership of Groups	Difficult	2.33	Responsibility & leadership	1	Sociability & contact	4	Energy & action	2

i = inverse

Competency name	Can be developed		Talent 1		Talent 2		Talent 3	
Learning Ability	Reasonably	6	Persistence	4	Ambition & challenges	8		
Listening	Reasonably	5	Social empathy	5				
Managing	Reasonably	4	Purposiveness	8	Responsibility & leadership	1	Dominance	3
Need to Achieve	Reasonably	5	Ambition & challenges	8	Energy & action	2		
Negotiating	Reasonably	5.33	Dominance	3	Social empathy	5	Purposiveness	8
Networking	Reasonably	4.5	Social empathy	5	Sociability & contact	4		
Organization Sensitivity	Difficult	3.5	Conformity	3	Sociability & contact	4		
Perseverance	Reasonably	4	Persistence	4				
Persuasiveness	Reasonably	4	Dominance	3	Energy & action	2	Extraversion	7
Planning and Organizing	Reasonably	4.5	Order & structure	1	Purposiveness	8		
Political Sensitivity	no indication							
Presenting	Easily	8	Extraversion	7	Self-esteem	9		
Problem Analysis	no indication							
Result-Orientedness	Easily	7	Pragmatism	5	Purposiveness	8	Ambition & challenges	8
Self-Development	no indication							
Sensitivity	Reasonably	5	Social empathy	5				
Sociability	Reasonably	5.5	Sociability & contact	4	Extraversion	7		
Social Awareness	Reasonably	6	Variety	6				
Stress Management	Reasonably	5	Stress management & pressure	5				
Verbal Expression	no indication							
Vision	Reasonably	4	Independent thinking & acting	2	Variety	6		
Workmanship	no indication							
Written Expression	no indication							