



TMA Talent Passport

Sara Berger

Validated by TMA expert: (Edwin van IJzendoorn)

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Emotional balance (EB)



Motives (MO)



Social talents (ST)



Influential talents (IT)



Leadership talents (LT)



Organizational talents (OT)



Pragmatism

5

Purposiveness

8

Goal-oriented

Outstanding talent for the following competencies:

Adaptability

Delegating

Flexible Behavior

Presenting

Result-Orientedness

Talented for the following competencies:

Accountability

Ambition

Assertiveness

Business Orientation

Coaching

Commercial Power

Conduct

Conflict Management

Controlling Progress

Cooperation

Courage

Creativity

Customer Orientation

Decisiveness

Developing Employees

Forming Judgment

Identification With
Management

Initiative

Learning Ability

Listening

Managing

Need to Achieve

Negotiating

Networking

Organization Sensitivity

Perseverance

Persuasiveness

Planning and Organizing

Sensitivity

Sociability

Social Awareness

Stress Management

Vision

Summary

Description of the talents of Ms. Berger:

She copes fairly well with pressure but has to be careful at times to keep a healthy distance in order to retain her peace of mind. She has high self-esteem and a lot of self-respect. With regard to making mistakes she will have little fear or anxiety and dare to take considerable risks. She has a great capacity to delegate tasks and rely almost entirely on others and will usually have little difficulty giving up certain tasks or responsibilities. As soon as tasks or situations become somewhat difficult she will readily ask for help or support from others. Especially in difficult situations she likes to check with others her solutions to problems and needs other people's support for them. She has a healthy respect for other people without selling herself short. When it matters to herself, she is comfortable talking to superiors.

It seems fair to say she has a very strong need for other people's recognition of her achievements. This means she has a very strong need to receive compliments and approval in order to stay motivated. Variety within her tasks and job is fairly important to her. The results show that Mrs. Sara Berger is keen to achieve her goals and strives to improve her achievements. This is clearly reflected in her level of ambition which is high and indicates that she is probably stimulated by competition or pressure to achieve in her job. It is likely that these motivate her towards new achievements.

She does not conform strongly to existing rules or culture. She adopts a fairly businesslike attitude and is not often tempted to help others spontaneously. She tends to presume other people will take their own responsibility. She is functionally empathic which she shows according to the situation. She is somewhat selective in her contact with others. She likes to step to the fore and be the center of attention; the atmosphere in any group is partly defined by her presence. Both in small and larger groups she is well able to establish herself, prefers not to keep a low profile and usually likes to be seen.

She is someone who will respond quickly and quick-wittedly and does not readily shy away from conflicts. She is reasonably assertive, can stand up for herself and will sometimes seek a confrontation. She does not always have the same amount of energy to get things done. People around her will probably regard her as a calm person who likes to take a break. When experiencing adversity she will have a slight preference for shifting her focus to other tasks and targets. In relationships with others she usually strives for equality and does not often try to rise above someone else. She is reasonably compliant. As a consequence, she may sometimes have difficulty convincing someone else in a dominant manner of her ideas, interests or vision.

She is usually swift in making decisions but she will take other people's points of view into account when needed. She prefers not to be in a leadership position at all. She is a real team player who prefers to blend in with the group rather than to find her own way. She has a strong need for feedback or for consultation in general.

In her work, she is goal-directed. She knows which path she wants to follow and seeks to lead the processes in that direction. In performing tasks she is both focused on the bigger picture and has an eye for practical matters. She has virtually no need for order and structure.