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Introduction

The team report is based on the individual drive scores of the TMA Talent Assessment. Chapter 3 of the report shows a graphical overview of how talent scores are distributed within the team. The talent scores are divided into 3 categories: low talent scores (1, 2, 3), middle talent scores (4, 5, 6) and high talent scores (7, 8, 9). Based on the distribution of the drive scores, you can see the preferences and talents of the team. Chapter 4 of the report shows the high and low scores of all individual team members. In Chapter 5 the team's most outstanding behavioral preferences are highlighted and TMA team advice is provided.

Selected candidates

Amelia Earhart

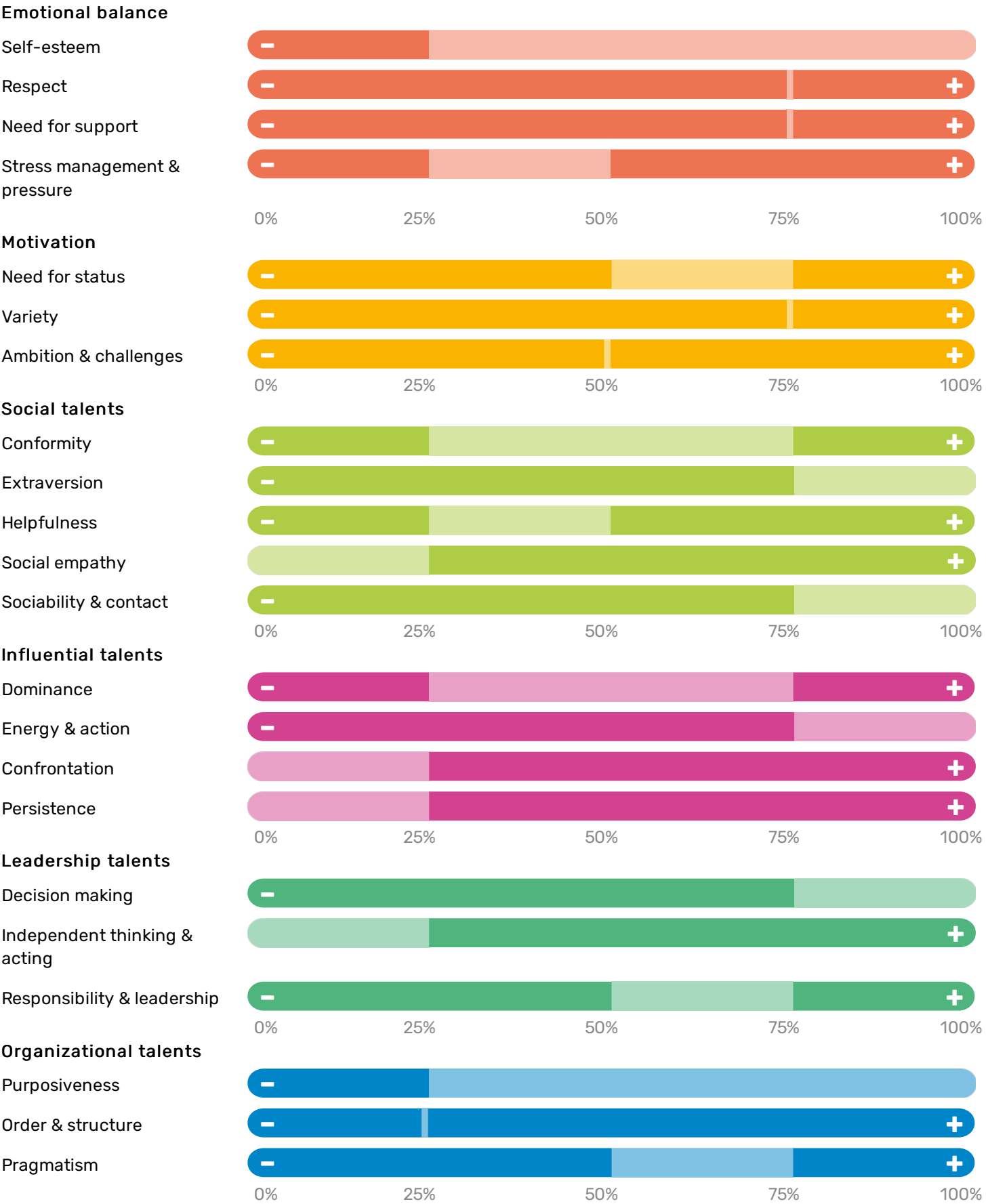
Anton Philips

Henry Murray

Ingrid Bergman

Graphic overview of the drive scores

The graph below displays the percentage distribution of team team scores per TMA Dimension in 3 categories: low, middle and high.



Team talents

In this chapter the most eminent behavioral preferences and talents of the team are highlighted. These may greatly influence the team culture and result on the way people prefer to work. The supplied recommendations can be used to enhance collaboration within the team and increase team's performance.

Respect

Equality

The majority of the team is based on equality. They have a feeling of hierarchy and it is easy for them to approach other people.

Treat people as equal partners first of all. From this equal position people may demand responsibility of each other easier. Encourage people in the organization from top to bottom to collaborate so they can use available knowledge. Make sure individuals do not put themselves above the group, because there is a chance that this person gets no support.

Need for support

Self-sufficient

The majority of the group consists of independent individuals who can function well without help and guidance. They therefore have a talent for self-reliance.

Give this team as much freedom as possible within a given framework to perform the work at their own discretion. Discuss the progress in work, but in limited amounts. Never completely cancel these consultations, because it remains important to inform each other in broad terms and to maintain some connection between team members. Also make sure that people do not overload themselves with work, because these people will not ask for help or support even at great difficulty or in trouble.

Variety

Focus

Most of the team prefers to carry out a limited number of tasks and keep things the 'good old' way. They can focus and concentrate on work easily, and they are more loyal by nature.

Give these people physical and mental space to focus and concentrate on work. Also let them complete single tasks and pending tasks first before giving new tasks. Take into account that these people may lose sight of their environment. Occasionally, a consultation where the perspective of the environment is involved, ensures that people will keep seeing the whole perspective better. During rapid or disruptive changes: look what old and familiar elements you can leave unchanged.

Extraversion

Gives way to others

The majority of the group acts preferably as a modest "silent motor" in the background. Most people are somewhat introverted.

Let these people work quietly without spotlight hitting them as much as possible. Most people in the group would prefer to be a "silent motor" running in the background. This group can seem rather isolated and people will only give their opinion if they think it is relevant and necessary. Make sure that introverts are given an opportunity to express their views. You need to ensure it as extroverts might come to the foreground faster.

Social empathy

Empathetic

Many people in the group can easily empathize with others and are interested in others. They have a talent for sensing and understanding people.

Use the 'social antenna' of the group: they can properly assess the impact of decisions on others. They can also come up with faster solutions if they take people's interests into account. Note: this group sometimes lets other people's problems prevail too much. Discuss how to empathize with people and also leave sufficient space for business interests at the same time.

Sociability & contact

Individualistic

Most people in the team prefer to work individually or in smaller groups. They go for quality rather than quantity in their working relationships.

Offer as much working space, where people can work individually or with a few people, as possible. With respect to working with others: let as many people as possible to choose who they can best work together with. Arrange short meetings and meetings in smaller groups. If you want qualitative input from these people: take your time, create a relaxed atmosphere and ask open questions in a friendly manner.

Energy & action

Patient

Most people in the group are calm, patient and more reflective by nature. They can put things off easier and are less likely to move ahead of time.

This group benefits from plenty of rest moments in their tasks. The harder these people 'should' work, the more likely they are counterproductive. Consult with the group what is an acceptable amount of disposable time and energy and then make agreements about it. Use the energy of these people in projects or meetings when things are going too fast. Also discuss with the group how they can effectively use their patience for the team or the organization.

Confrontation

Assertive

Most people of the team guard their own boundaries and reach for things they consider important by nature. They have the talent for assertion and clear communication.

In adversity, most people in this group easily ask for support. They appreciate interest of others and they are grateful for help provided.

Persistence

Perseveres

Originally most people in this team are hard workers who continue to persevere when they face resistance and obstacles. They have a talent for hard work and completing tasks.

Regularly give this team work that they can bite into and make sure there is time and space to complete tasks. They like to complete tasks 'at one bite'. Make sure that the people do not continue to work unnecessarily long in the wrong direction. Discuss regularly if all team members take sufficient breaks. Let the team also look from a distance at the pros and cons of their perseverance.

Decision making

Deliberating

The majority of this team likes considering multiple points of view before making a decision. They have a talent for listening to others and taking variable decisions.

Offer these people some time and space to think about decisions. Do not force decisions too quickly, as this group would prefer to weigh all the pros and cons at a glance. In addition, they find consensus and support important. Thoroughly discuss deadlines with this group so they could make a decision on time. Also mind resistance after the decision stage because these people tend to have criticism after decisions taken.

Independent thinking & acting

Autonomous

This group is largely driven by freedom and autonomy. They have a talent to independently form their own opinion and act independently.

Give people as much space as possible to do their own work within the set frameworks. They won't be cohesive rapidly in cooperating and it is usually unwise to force this. The team will not be transparent and accountable for their behavior and activities by nature. If you want to know something about them: just ask! Please make sure that the actions you take do not affect their sense of freedom too much.

Order & structure

Precise

The majority of this group is driven by order and structure. They have a talent for planned and structured working.

Make sure people have sufficient space to bring order and structure in their work so that they can work in a planned and tidy way. Take chaos and hectic away from these people as much as possible. Regularly check that the mode of operation is planned and structured enough, or if support in this area is desirable. Make sure that the group doesn't make tidiness and structure too important and discuss with them how they can find space for acting more flexibly.

Drives and talents per person

In this chapter, you will find a graphical distribution of the talent scores for every individual team member per TMA dimension. The talent scores (4, 5, 6) are not displayed. The talent signals relate to the scores 1,2,3 (first column) and 7,8,9 (second column). The overall percentage is related to the specific talent signals within the team.

Emotional balance

	Self-esteem		Respect		Need for support		Stress management & pressure	
	Self-reflecting	Confident	Equality	Respectful	Self-sufficient	Appreciates support	Involved	Stable
Amelia Earhart			<div></div>		<div></div>			<div></div>
Anton Philips	<div></div>			<div></div>		<div></div>	<div></div>	
Henry Murray			<div></div>		<div></div>			
Ingrid Bergman			<div></div>		<div></div>			<div></div>
Total	25%	0%	75%	25%	75%	25%	25%	50%

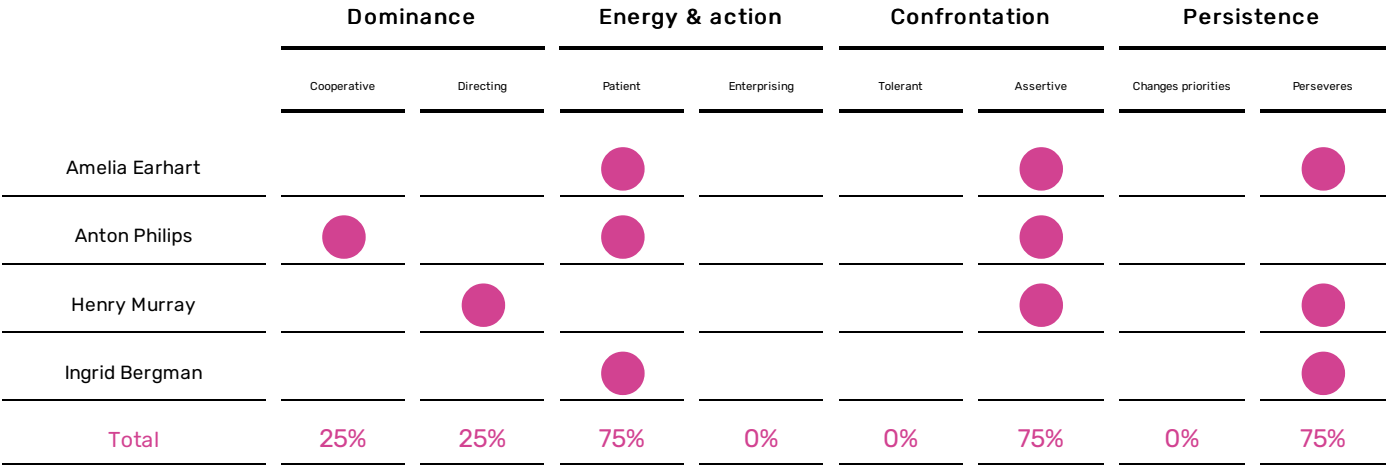
Motives

	Need for status		Variety		Ambition & challenges	
	Humble	Presentable	Focus	Diverse	Satisfied	Focus on achievements
Amelia Earhart	<div><div></div></div>		<div><div></div></div>		<div><div></div></div>	
Anton Philips		<div><div></div></div>	<div><div></div></div>		<div><div></div></div>	
Henry Murray	<div><div></div></div>			<div><div></div></div>		<div><div></div></div>
Ingrid Bergman			<div><div></div></div>			<div><div></div></div>
Total	50%	25%	75%	25%	50%	50%

Social talents

	Conformity		Extraversion		Helpfulness		Social empathy		Sociability & contact	
	Groundbreaking	Dutiful	Gives way to others	Stands out	Level-headed	Service-oriented	Factual	Empathetic	Individualistic	Uniting
Amelia Earhart	<div><div></div></div>		<div><div></div></div>			<div><div></div></div>				
Anton Philips		<div><div></div></div>	<div><div></div></div>					<div><div></div></div>	<div><div></div></div>	
Henry Murray			<div><div></div></div>		<div><div></div></div>			<div><div></div></div>	<div><div></div></div>	
Ingrid Bergman						<div><div></div></div>		<div><div></div></div>	<div><div></div></div>	
Total	25%	25%	75%	0%	25%	50%	0%	75%	75%	0%

Influential talents



Leadership talents

	Decision making		Independent thinking & acting		Responsibility & leadership	
	Deliberating	Problem-solving	Team-oriented	Autonomous	Compliant	Leading
Amelia Earhart	<div><div></div></div>			<div><div></div></div>		
Anton Philips	<div><div></div></div>				<div><div></div></div>	
Henry Murray				<div><div></div></div>		<div><div></div></div>
Ingrid Bergman	<div><div></div></div>			<div><div></div></div>	<div><div></div></div>	
Total	75%	0%	0%	75%	50%	25%

Organizational talents

