

Competency match & team potential



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Introduction

The team report is based on the individual competency aptitude scores of TMA Talent Assessment. Chapter 4 of the report shows a graphical overview of the selected competencies. For every competency you will see the percentage of the group that has talent for it. Chapter 5 of the report shows to what extent every person has talent for a competency. Chapter 6 describes the competency potential of the team.

Selected candidates

Sigmund Freud

Marilyn Monroe

Anton Philips

Henry Muray

Indira Ghandi

Audrey Hepburn

Ingrid Bergman

Edith Piaf

Isaac Newton

Marlene Dietrich

John F. Kennedy

Kagiso Balewa

Louise de Vries

Selected competencies

For reporting the following competencies have been selected.

Decisiveness: The ability to make active decisions or to commit oneself by speaking one's mind and taking position.

Delegating: The ability to assign responsibilities and authority to the right employees, taking their interests, ambitions, development and competency into account. Following up on delegated tasks.

Discipline: The ability to adjust to existing rules, procedures and policy. Finding reinforcement from the right authority when in doubt.

Energy: The ability to be active for a long period of time when required; having stamina.

Flexible Behavior: The ability to change one's behavioral style and/or views in order to attain a set goal.

Business Orientation: The ability to recognize opportunities for new services and products and to act accordingly, taking measured risks into account.

Developing Employees: The ability to review and analyze employees' strengths and weaknesses, to distinguish their talents and development needs, and to make sure they are enhanced appropriately.

Conduct: Making a good first impression and sustaining it for a long time.

Conflict Management: The ability to handle conflicting interests diplomatically and to help solve them.

Commercial Power: Acting from opportunities in the market; acting with a customer focus and affiliating with appropriate contacts.

Team competency match

The graph below displays the competency potential of the team for selected competencies.



Team potential

This overview shows to what extent the team has talent for specific competencies and how easily the team can develop these competencies.

Very talented



Talented



Moderately talented



Untalented



Adaptability

Coaching

Creativity

Customer Orientation

Developing Employees

Flexible Behavior

Independence

Listening

Negotiating

Networking

Presenting

Sensitivity

Sociability

Social Awareness

Accountability

Assertiveness

Business Orientation

Commercial Power

Conduct

Conflict Management

Cooperation

Courage

Decisiveness

Delegating

Discipline

Forming Judgment

Initiative

Innovative Power

Leadership of Groups

Managing

Need to Achieve

Organization Sensitivity

Persuasiveness

Stress Management

Vision

Ambition

Attention To Detail

Controlling Progress

Energy

Focus on Quality

Identification With
Management

Learning Ability

Perseverance

Planning and Organizing

Result-Orientedness

Team competency match per person

The table below shows each person's degree of talent for individual competencies. Places marked with a dot mean that a person has talent for a particular competency. Having talent for a competency means that the person can develop the competency more easily. Empty boxes indicate a moderate degree of talent for the competency. This means that the person may have more difficulty to develop that specific competency. The last row of the table indicates talent for the particular competencies for the whole team.

	Decisiveness	Delegating	Discipline	Energy	Flexible Behavior	Business Orientation	Developing Employees	Conduct	Conflict Management	Commercial Power
Sigmund Freud	●	●	●	●	●		●	●		
Henry Muray	●	●		●	●	●	●			●
Ingrid Bergman	●	●	●			●	●	●	●	
John F. Kennedy	●	●			●		●		●	●
Marilyn Monroe	●	●			●	●		●		
Edith Piaf	●	●			●	●			●	●
Isaac Newton	●				●	●	●		●	●
Kagiso Balewa	●		●	●	●	●	●	●	●	●
Louise de Vries	●			●	●	●	●		●	●
Anton Philips		●	●				●	●		
Indira Ghandi		●	●	●	●	●	●	●	●	●
Audrey Hepburn			●				●	●	●	
Marlene Dietrich		●	●	●	●	●		●		●
Total	69%	69%	53%	46%	77%	69%	76%	61%	61%	61%