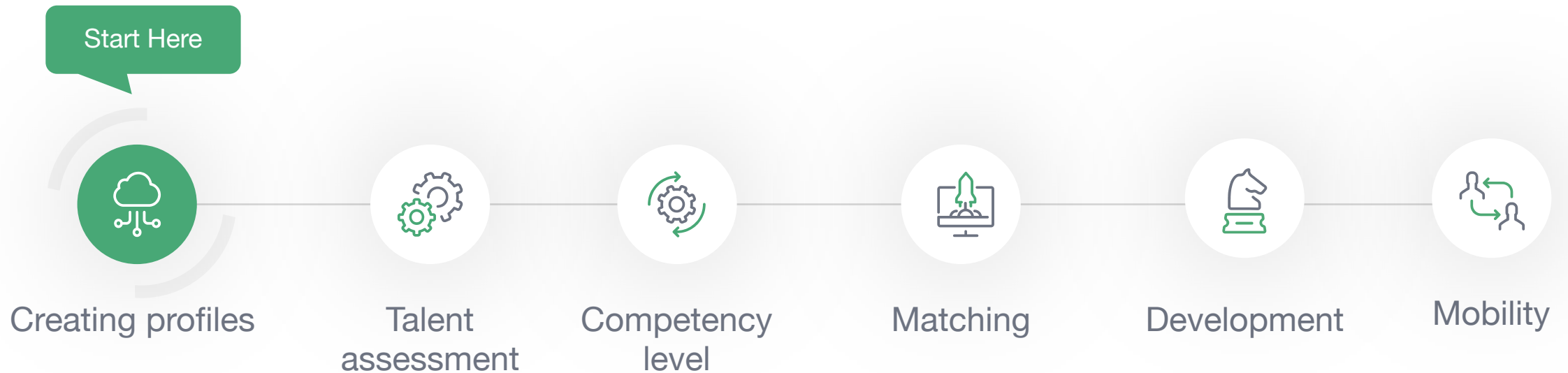




6 Steps of TMA Method

Six steps of TMA Method





How do you create profiles?

Profiles can be created 'online' via the TMA competency dictionary

✓ 53 competencies

✓ 8 Languages



DA Demo Admin

Home

New competency profile

Home / Competencies

Competencies

<input type="checkbox"/> Accountability	<input type="checkbox"/> Adaptability	<input type="checkbox"/> Ambition
<input type="checkbox"/> Assertiveness	<input type="checkbox"/> Attention To Detail	<input type="checkbox"/> Business Orientation
<input type="checkbox"/> Coaching	<input type="checkbox"/> Commercial Power	<input type="checkbox"/> Conduct
<input type="checkbox"/> Conflict Management	<input type="checkbox"/> Controlling Progress	<input type="checkbox"/> Cooperation
<input type="checkbox"/> Courage	<input type="checkbox"/> Creativity	<input type="checkbox"/> Customer Orientation
<input type="checkbox"/> Decisiveness	<input type="checkbox"/> Delegating	<input type="checkbox"/> Developing Employees
<input type="checkbox"/> Discipline	<input type="checkbox"/> Energy	<input type="checkbox"/> Flexible Behavior
<input type="checkbox"/> Focus on Quality	<input type="checkbox"/> Forming Judgment	<input type="checkbox"/> Identification With Management
<input type="checkbox"/> Independence	<input type="checkbox"/> Initiative	<input type="checkbox"/> Innovative Power
<input type="checkbox"/> Insight	<input type="checkbox"/> Integrity	<input type="checkbox"/> Leadership of Groups
<input type="checkbox"/> Learning Ability	<input type="checkbox"/> Listening	<input type="checkbox"/> Managing
<input type="checkbox"/> Need to Achieve	<input type="checkbox"/> Negotiating	<input type="checkbox"/> Networking
<input type="checkbox"/> Organization Sensitivity	<input type="checkbox"/> Perseverance	<input type="checkbox"/> Persuasiveness
<input type="checkbox"/> Planning and Organizing	<input type="checkbox"/> Political Sensitivity	<input type="checkbox"/> Presenting
<input type="checkbox"/> Problem Analysis	<input type="checkbox"/> Result-Orientedness	<input type="checkbox"/> Self-Development
<input type="checkbox"/> Sensitivity	<input type="checkbox"/> Sociability	<input type="checkbox"/> Social Awareness
<input type="checkbox"/> Stress Management	<input type="checkbox"/> Verbal Expression	<input type="checkbox"/> Vision
<input type="checkbox"/> Workmanship	<input type="checkbox"/> Written Expression	

Cancel Previous Next

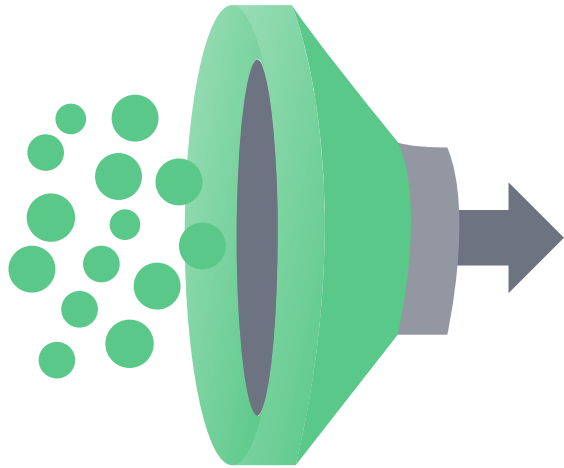
Recycle bin

CSA

Competency assessment

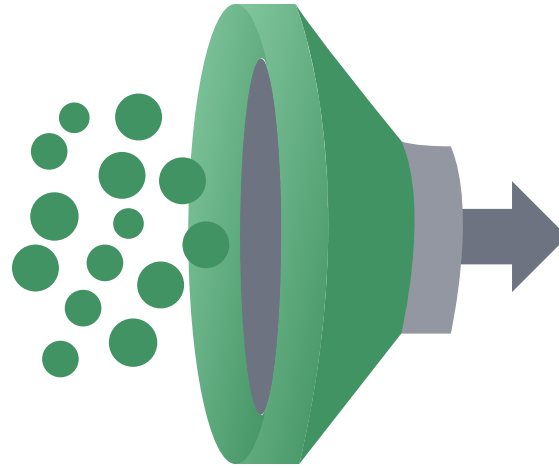
Personal development

What is in a competency profile?



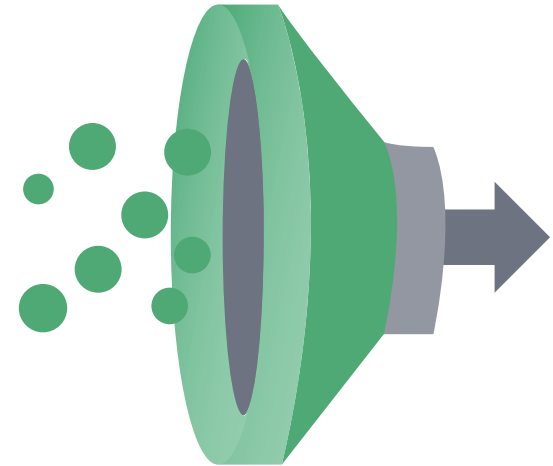
First

Result areas



Second

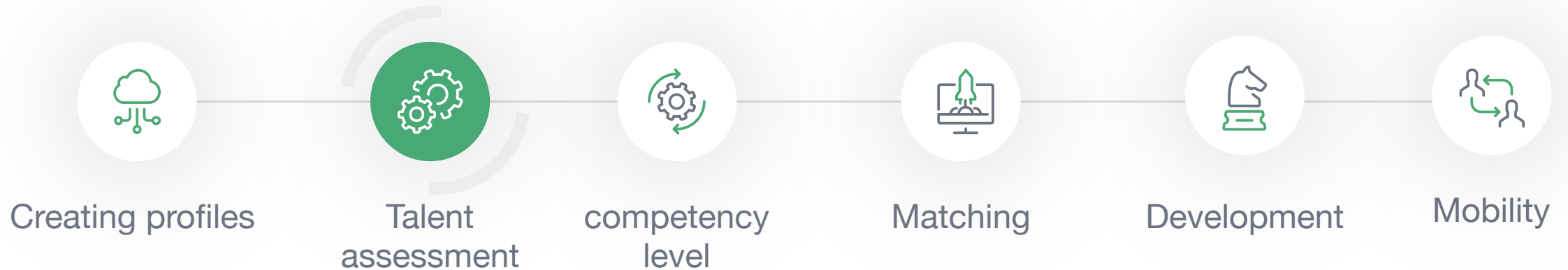
Tasks



Third

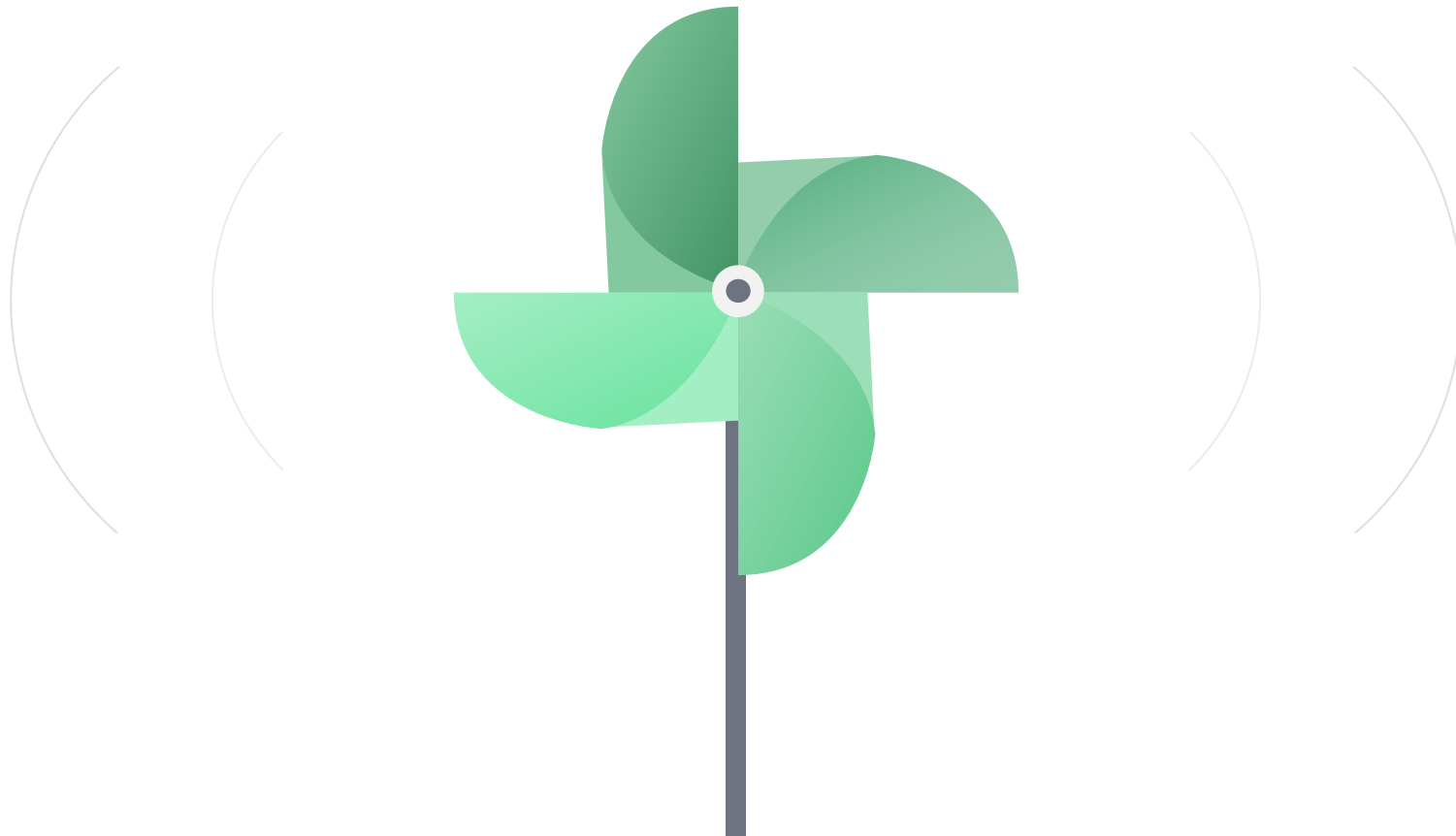
Competencies

Six steps of TMA Method



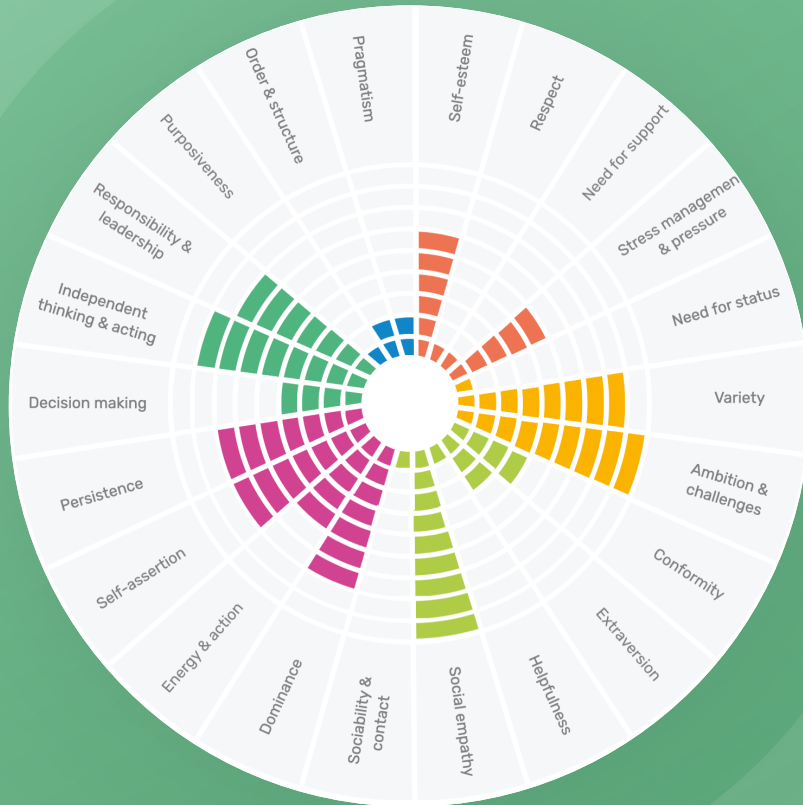
Measuring drives and talents

People's actual behavior is strongly determined by what drives them and what talents they have at their disposal.



TMA assessment

The TMA talent assessment charts 22 drives and 44 talents so that you have an objective picture of people's intrinsic motivation, aptitude for competencies and preferred behavior.



Detailed insight on



- ✓ Ideal working environment
- ✓ Communication Style
- ✓ Learning Style
- ✓ Development activities
- ✓ Coaching advice
- ✓ Interview Questions

Emotional balance

The emotional balance of candidates is expressed in the motive scores on self-esteem, awe, need for support, and stress resistance & pressure.

Motives

That which motivates someone to perform. This is expressed in: need for sight, variety and ambition & challenge

Social Talents

The preferred behavior of someone in relation to other people: conforming, extroversion, counselling, social empathy and sociability & contact

Influencing Talents

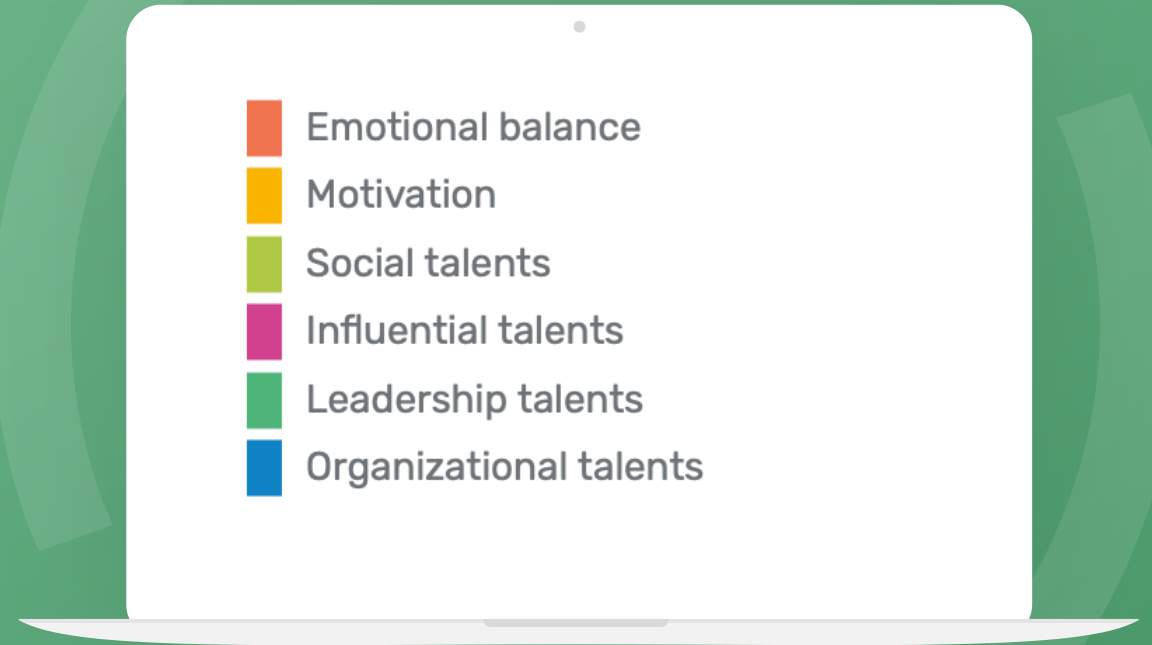
The way someone prefers to influence others. This is expressed in the motive scores dominance, confrontation, perseverance and energy & action.

Leadership Talents

Preferred leadership behavior: making decisions, independent thinking & acting, accountability & leadership

Organizational Talents

The way in which someone prefers to organize their work and life: purposefulness, order & structure and pragmatism.



Talent assessment

1st What are drives and talents?

People function best and learn fastest when their work matches their personal motives, when they are able to use their talents.

2nd Talent assessment

The talent assessment charts 22 motivations and 44 talents of a person objectively, so that the motivation and the intrinsic strengths of people become visible.



4rd What is it for?

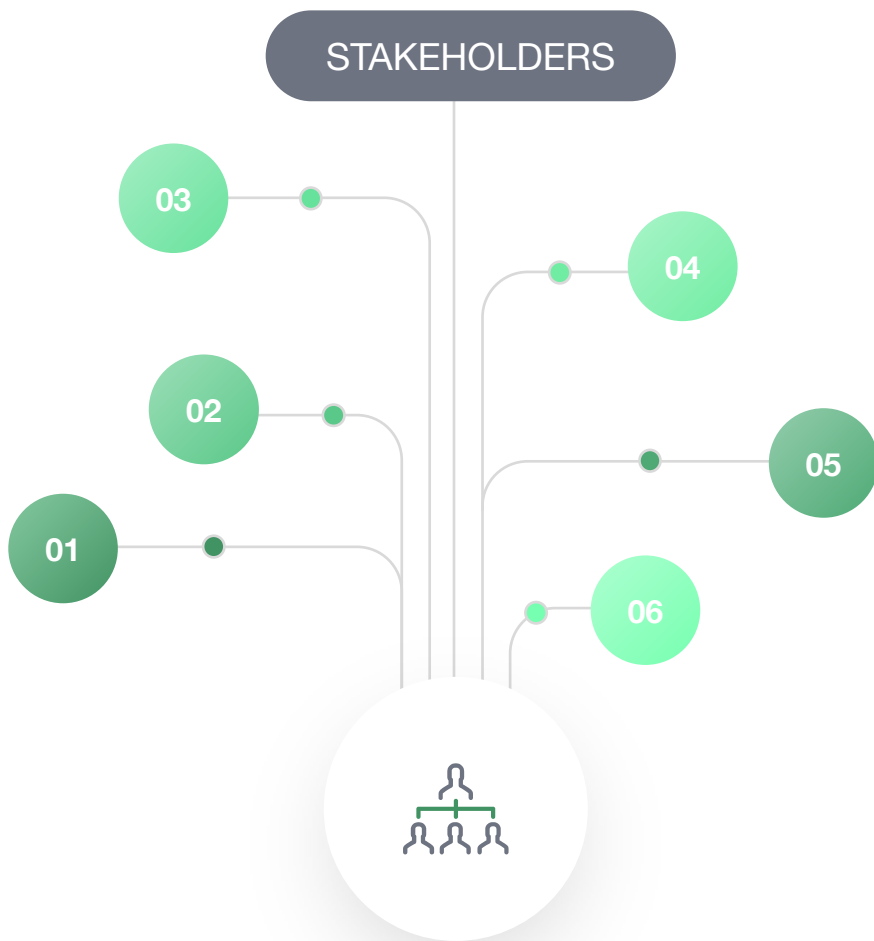
A talent report is used in the selection, development and mobility of people.

3rd Positive approach to people

The talent assessment charts people as much as possible in a positive way, where the starting point is everyone has motives and corresponding talents.

Six steps of TMA Method

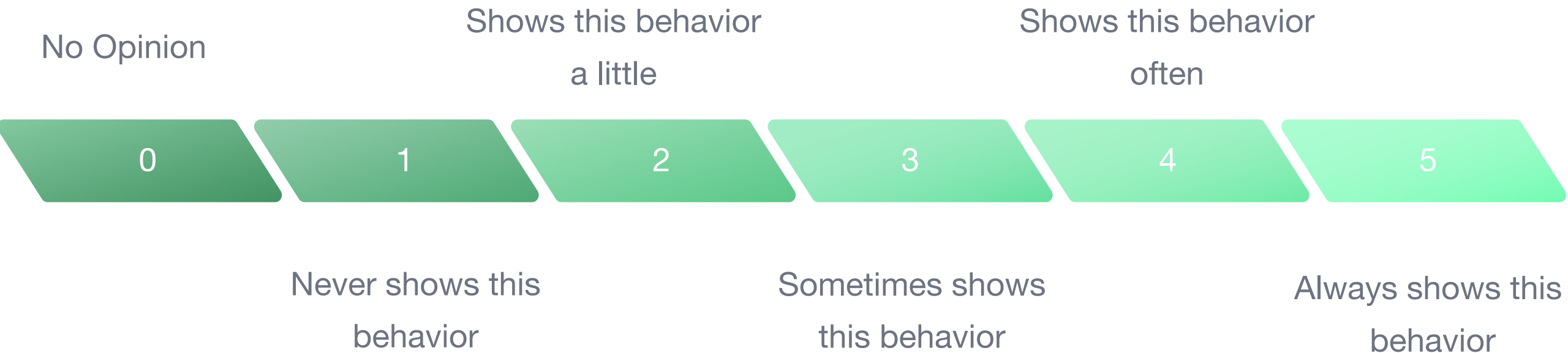




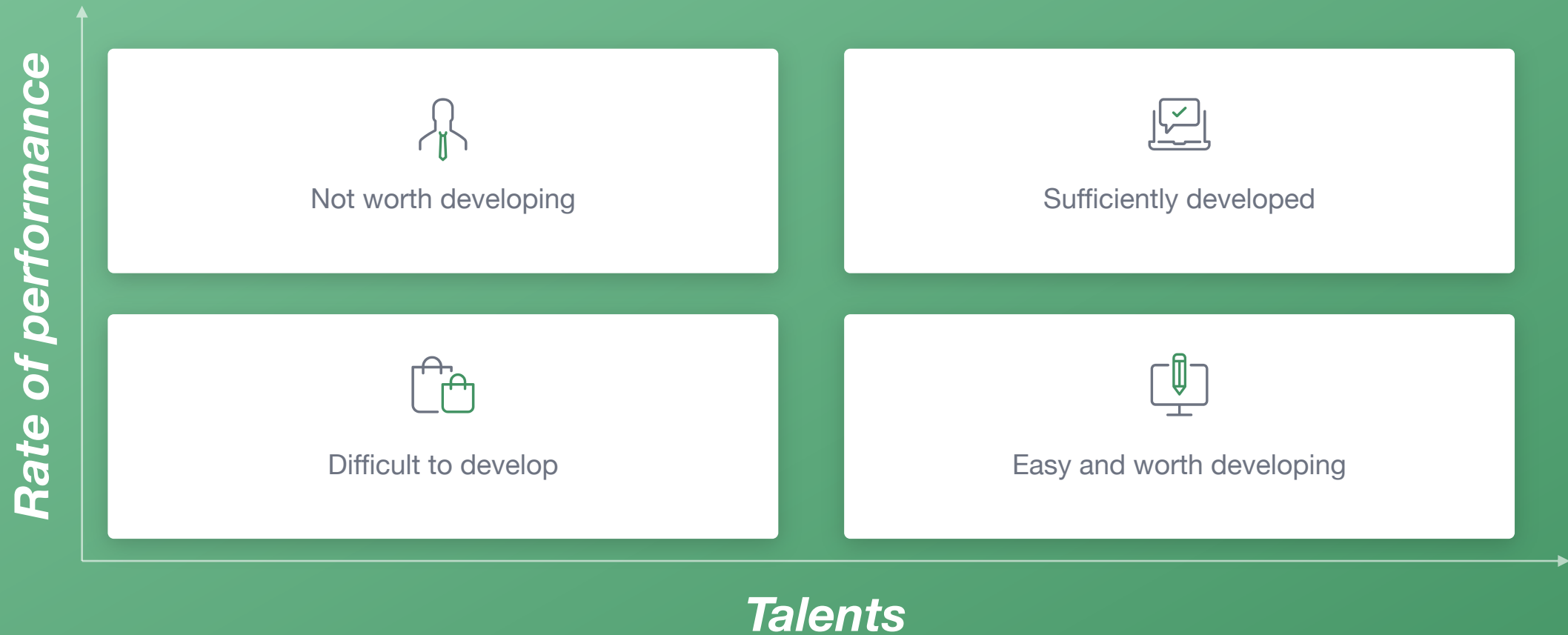
Competency assessment

Mapping people's competency levels through competency analyses. People get online feedback from stakeholders and you immediately see where skills and development space lie

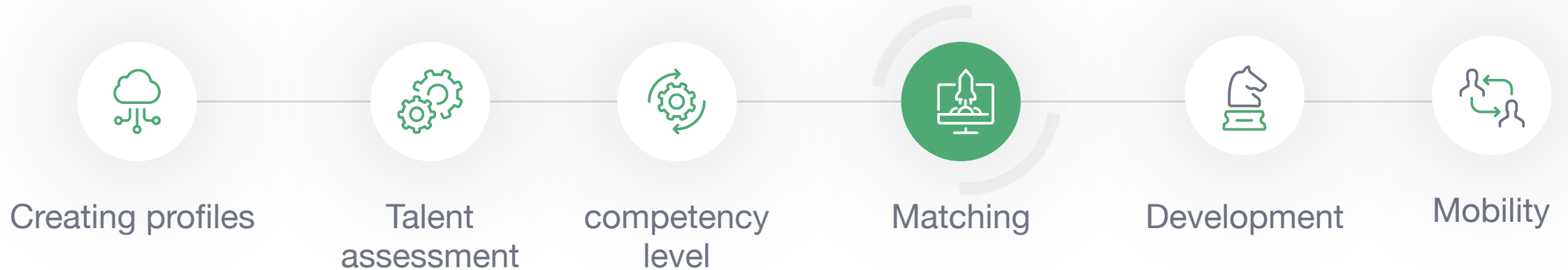
Answers to competency assessments



Performance Matrix



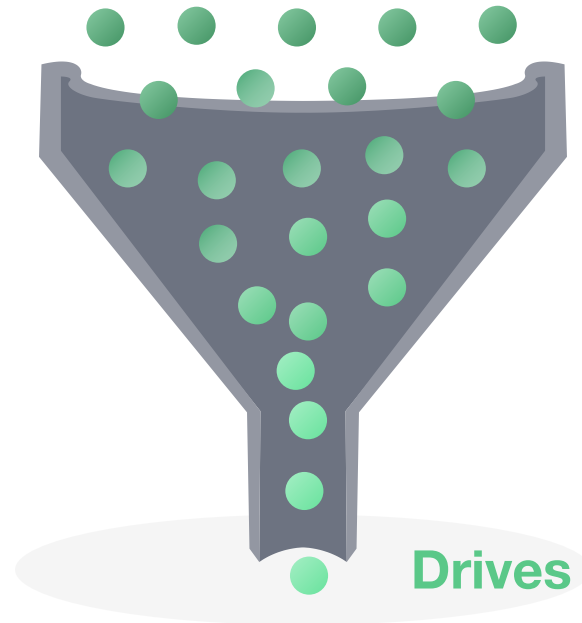
Six steps of TMA Method



Matching Process

**Behavioral
Examples**

Competencies



Drives

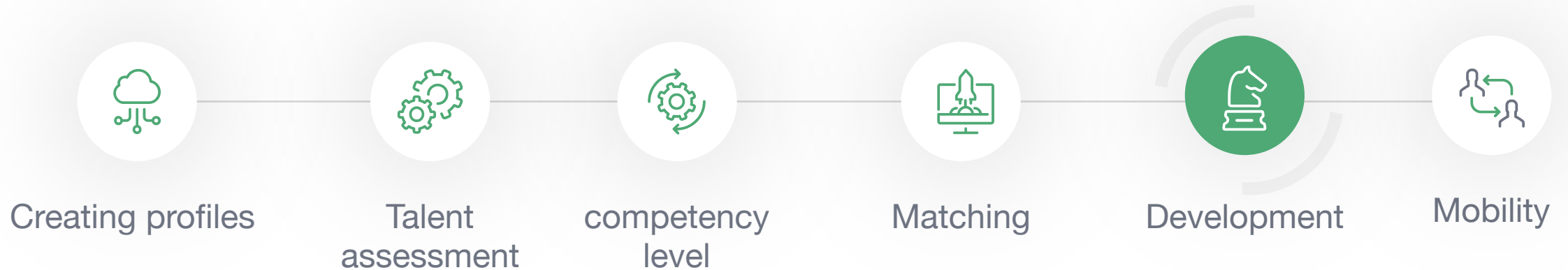
Motivations



Matching

Match personal characteristics (drives, talents, competency level and capacities) with a profile via TMA match reports giving you immediate insight into the extent to which someone fits a role or position.

Six steps of TMA Method

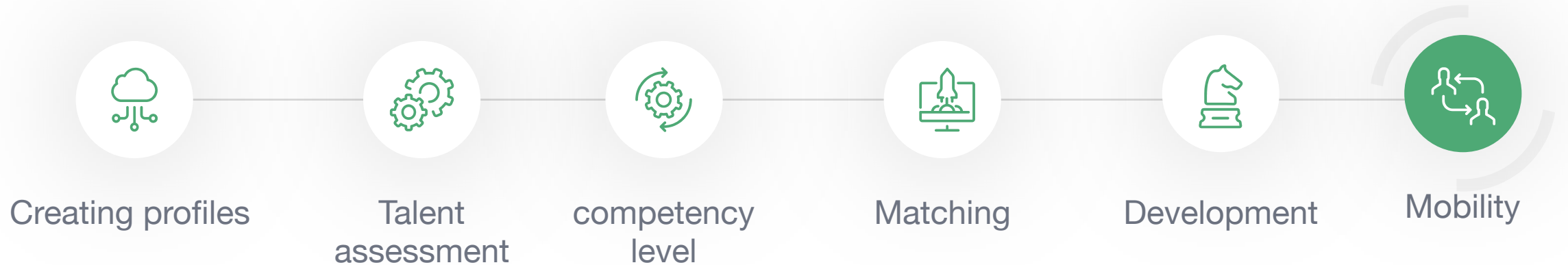


Development

Successful performance depends on the level of competency, the degree of drive and the talents a person has. The TMA development guide assists in choosing promising actions



Six steps of TMA Method

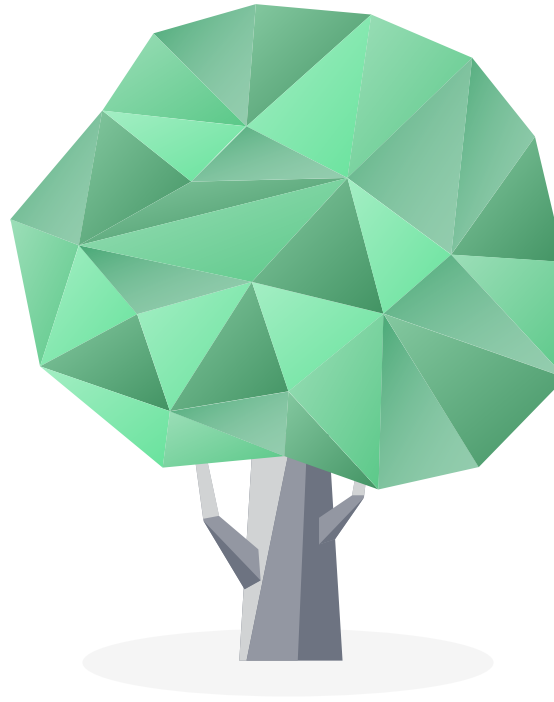


Keeping the organization “Agile”

Where people no longer match their role or position, you can guide people to other jobs: TMA

Personal interest assessment

Either by
Succession



or
Outplacement

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To The Audience

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