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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

Sigmund Freud

Marilyn Monroe

Anton Philips

Henry Muray

Indira Ghandi

Audrey Hepburn

Ingrid Bergman

Edith Piaf

Isaac Newton

Marlene Dietrich

John F. Kennedy

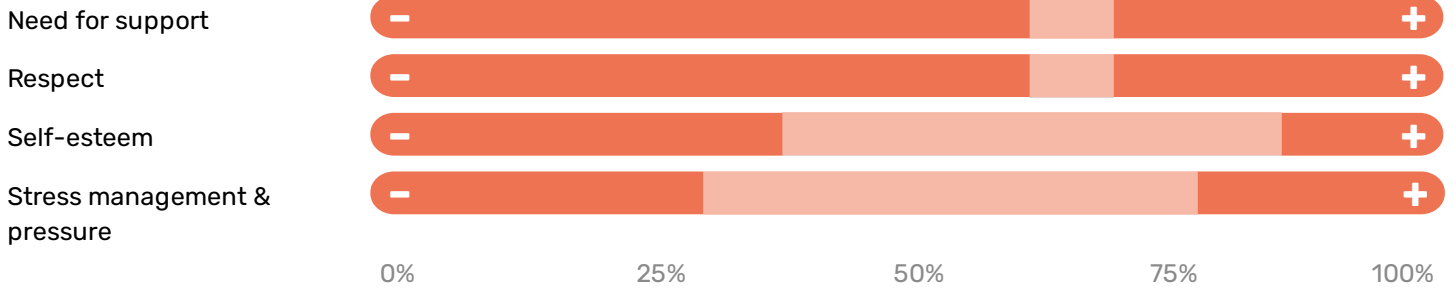
Kagiso Balewa

Louise de Vries

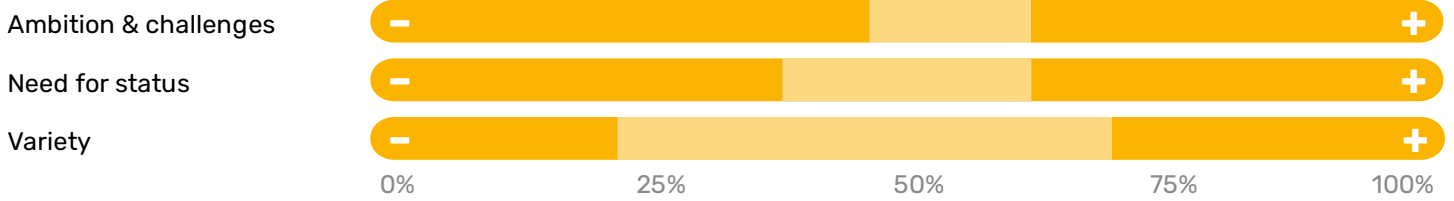
# Graphic overview of the drive scores

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

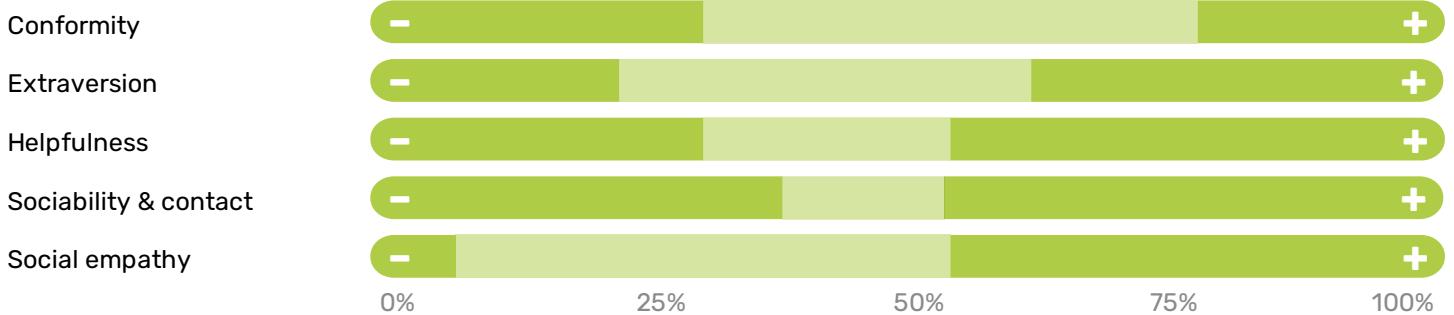
## Emotional balance



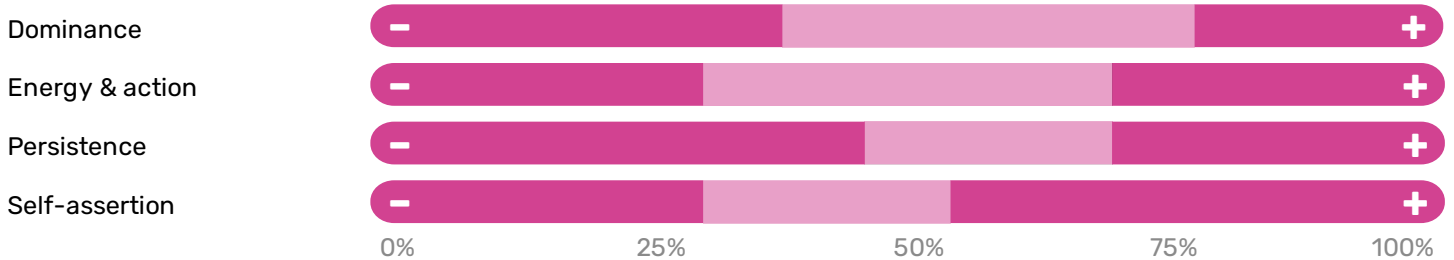
## Motivation



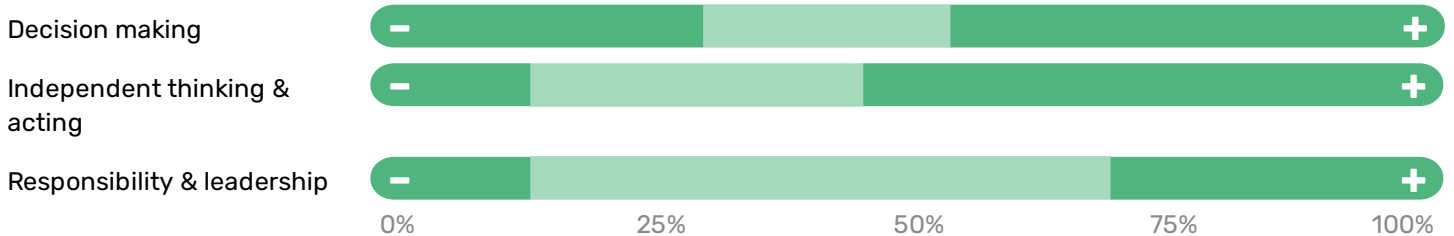
## Social talents



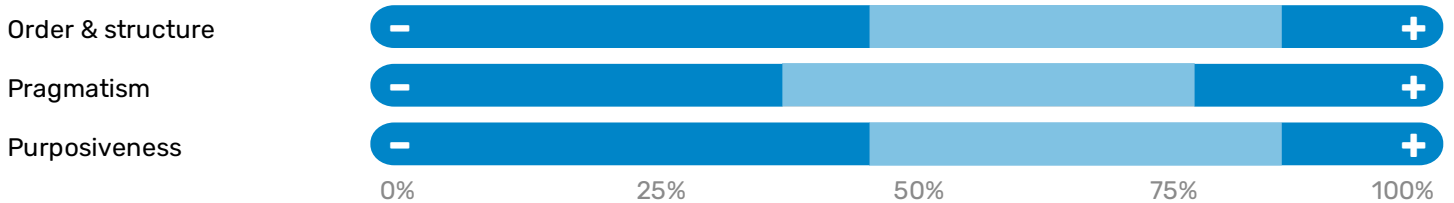
## Influential talents



## Leadership talents



## Organizational talents



# 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.

## 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.

## 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.

## Purposiveness

Process-oriented

The majority of the team focuses more on processes than on achieving concrete goals and results. They thereby have a talent for improvisation.

Give people as much space and confidence as possible to do their job within the agreed framework. These people have the talent to keep an eye on the end result and, where necessary, be "creative" to make adjustments. Perform occasional consultations on the interim results and ask people to make adjustment plans if necessary.

## Order & structure

Creative

Most people in the group keep to the main lines and have a flexible approach. They have a knack for creative problem solving and work easier in a hectic and chaotic environment.

Involve these people in creative problem solving as much as possible. They usually come up with solutions and are willing to change their method of working. These people often work a bit messier. It is often convenient to accept this "messiness" and provide these people with some support for the accuracy and the structure of the work.

# 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

	Need for support		Respect		Self-esteem		Stress management & pressure	
	Self-sufficient	Appreciates support	Equality	Respectful	Self-reflecting	Confident	Involved	Stable
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	●		●			●		●
<b>Total</b>	<b>62%</b>	<b>31%</b>	<b>62%</b>	<b>31%</b>	<b>38%</b>	<b>15%</b>	<b>31%</b>	<b>23%</b>

# Motives

	Ambition & challenges		Need for status		Variety	
	Satisfied	Focus on achievements	Humble	Presentable	Focus	Diverse
Siegmund 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	●		●			
<b>Total</b>	<b>46%</b>	<b>38%</b>	<b>38%</b>	<b>38%</b>	<b>23%</b>	<b>31%</b>



# Social talents

	Conformity		Extraversion		Helpfulness		Sociability & contact		Social empathy	
	Groundbreaking	Dutiful	Gives way to others	Stands out	Level-headed	Service-oriented	Individualistic	Uniting	Factual	Empathetic
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			●			●		●		●
<b>Total</b>	<b>31%</b>	<b>23%</b>	<b>23%</b>	<b>38%</b>	<b>31%</b>	<b>46%</b>	<b>38%</b>	<b>46%</b>	<b>8%</b>	<b>46%</b>

# Influential talents



# Leadership talents

	Decision making		Independent thinking & acting		Responsibility & leadership	
	Deliberating	Problem-solving	Team-oriented	Autonomous	Compliant	Leading
Siegmund 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		●		●		
<b>Total</b>	<b>31%</b>	<b>46%</b>	<b>15%</b>	<b>54%</b>	<b>15%</b>	<b>31%</b>

# Organizational talents

