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Tess Williams



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# Introduction

TMA Talent Assessment measures your drives, talents, motivation and 53 competencies.

## Drives and talents

Drives are the building blocks of one's personality. In other words, they define it. Drives have a major influence on people's behavior and their (potential) development. Talents are the positively formulated types of behavior and explanations that arise from high and low scores on the drives.

## Motivation

Drives and related talents are important factors that may stimulate or hinder a person's behavior. Behavior is not only determined by what a person can do (competencies and cognitive capabilities) but also by what he wants to do (drives and talents). All of it takes place in a certain environment that stimulates or discourages. Tasks that are in line with personal drives and talents are usually seen as motivational.

## Meaning of scores

The responses to the questions are compared to a norm group and converted to a 9 point standard scale with a mean of 5 and a standard deviation of 2 (stanine).

The underlying basis for obtaining a stanine (an abbreviation for Standard Nine) is that a normal distribution is divided into nine intervals. The mean lies approximately in the centre of the fifth interval and it has a standard deviation of two. Test scores are interpreted and scaled to stanine as shown in the table below.

Stanine	Class size	Description
1	4%	Very low
2	7%	Low
3	12%	Low
4	17%	Average
5	20%	Average
6	17%	Average
7	12%	High
8	7%	High
9	4%	Very high

## Consistency

The questionnaire contains a number of questions that measure the consistency of the answers. This indicates whether a candidate produces random answers. Below you will find the candidate's consistency score on a 10 point scale:

Consistency score: 8

The candidate has answered the questionnaire consistently. The report is most likely to depict an accurate image of the personality.

# Description of personality

## Summary

### Description of the talents of Mrs Williams:

She has a very strong need for good contact with others and is very focused on human relations. Her self-esteem and self-respect are high. She is almost never afraid of making mistakes and will dare to take considerable risks. Her score on helpfulness is high. She likes to make others happy and to do some extra favors for them. In terms of decisiveness, she makes decisions very easily and effectively. There is a risk that she will consider other points of view not sufficiently enough when making a decision. She can cope with a big amount of pressure and stays tough even in difficult circumstances. She has to be careful about giving the impression that urgent matters never affect her. She likes to form her judgments independently and has little need for feedback or discussion in general.

She is able to give a quick and witty response and won't avoid getting into an argument. She is assertive and can stand up for herself and regularly looks for an opportunity to demonstrate it. She has social empathy and tact and can get an idea of how others really feel. So, she can put herself in someone else's shoes and it doesn't have to serve a certain purpose. Variety in her tasks and job is pretty important to her. She is not afraid to be in a managing position or to take responsibility. In performing tasks she is fairly practical with strong problem-solving skills but she also keeps an eye on the bigger picture. People around her will probably regard her as a moderately energetic person who has enough energy to get things done but who is also able to take a step back.

Has a slight preference for switching to other tasks and goals when difficulties arise. She can conform to existing rules or culture when she sees the need for it. She puts more emphasis on the process than on a goal. But she doesn't lose sight of her goals, especially when they are really important to her. In her relation to others, she usually treats everyone equally and doesn't try to prove that she is better than others. As a result, she may sometimes fail to show dominance while convincing others of her ideas, interests or views. The results show that Mrs Williams can put her work into perspective but is not always inspired by competition and any kind of pressure at work which is reflected in her level of ambition. There are obviously some other factors at work that can be of greater importance for her (e.g. working environment). She mainly acts the way she thinks is best and hardly ever looks up to someone. For that reason, she is not afraid to talk to people in higher positions and makes it without any effort. She attaches very little importance to organizational hierarchy.

She has almost no need for order and structure. Shows her best in small groups and in face-to-face conversations. In a group she readily accepts others the way they are and can come across as a very serious person. She gives very much space to other group members and prefers to stay in the background. For that reason, she may be left out and fail to be noticed by others from her surroundings. She almost never asks for help and support even when experiencing great difficulties or having very demanding tasks. She hardly needs any support from her colleagues. She almost never looks for recognition from others. For that reason, compliments and approval from people around her don't affect her motivation.

# Qualities and pitfalls overview

## Qualities of Mrs Williams:

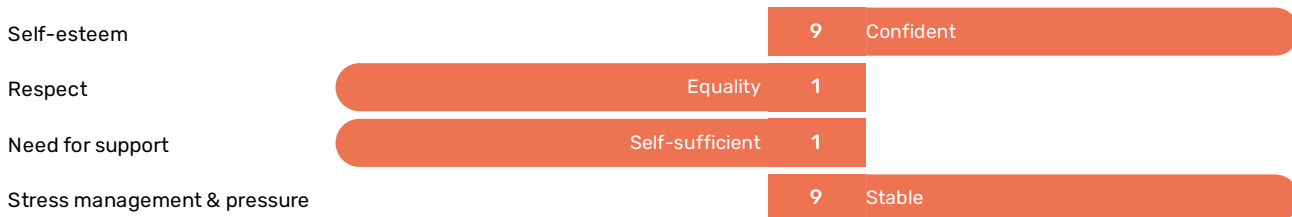
- Forms judgments independently. Is not easily influenced by others.
- Is a very social person who likes to communicate. Has a strong need for friendly contacts. Invests in networking.
- Has a positive self-image and is very self-confident. Doesn't doubt herself.
- Is very service-oriented; likes to help and assist others.
- Is very assertive, clearly sets her personal boundaries.
- Makes decisions easily and firmly stands by them.
- Can deal with stress and pressure really well. Is resilient. Doesn't give in to panic quickly.
- Has a sense of perspective. Can clearly separate work from personal life. Isn't really motivated by competition.
- People don't win her respect so quickly. Has no difficulty talking to people in higher positions.
- Can cope with hectic and chaos well. Can be creative and innovative.
- Gives freedom to people, treats others rather with respect.
- Can solve problems independently. Is unlikely to burden others with her own problems.
- Does not depend on other people's compliments.

## Pitfalls of Mrs Williams:

- Can be too stubborn sometimes.
- Is not so good at defining personal boundaries in her friendly relationships.
- Lacks self-criticism, risks to overestimate herself.
- May help others without being asked. Doesn't count too much on the responsibility of other people.
- Can come across as too assertive.
- Stands by decisions she once made. Sometimes makes decisions too impulsively.
- Is indifferent to social success
- Doesn't attach much importance to organizational hierarchy.
- Can lose sight of the whole picture.
- Has little need to be the center of attention
- Doesn't know when to ask for help, keeps doing things on her own for too long.

# DNA of TMA Talents

## Emotional balance



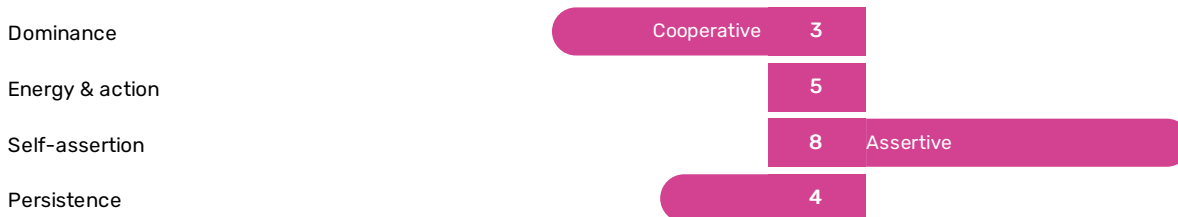
## Motivation



## Social talents



## Influential talents



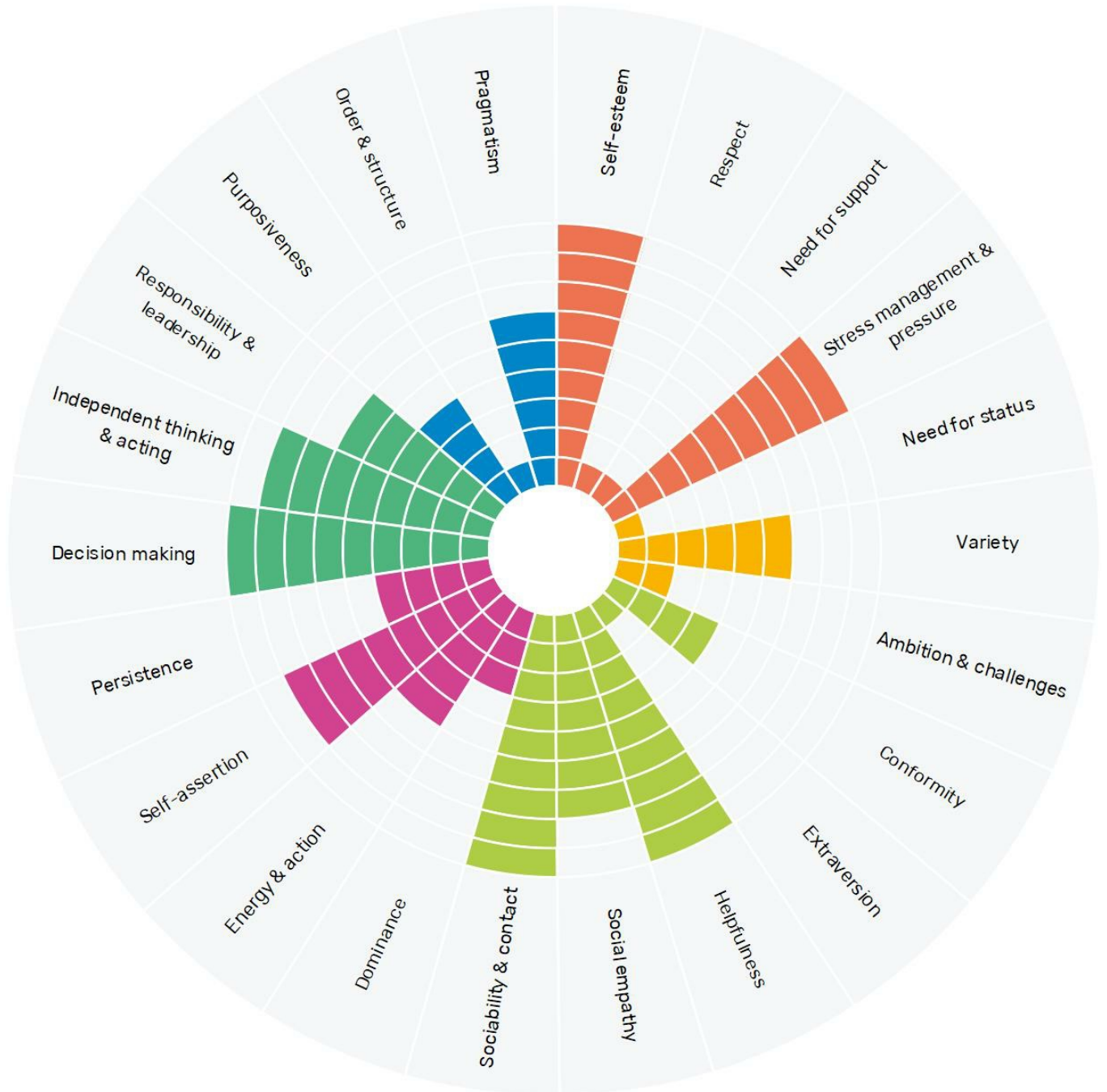
## Leadership talents



## Organizational talents



# DNA of TMA Talents



- Emotional balance
- Motivation
- Social talents
- Influential talents
- Organizational talents