
Ingrid Bergman



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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.

Drives overview

Emotional balance

Need for support

The extent to which the person needs support from the people around him.



Respect

The extent to which the person respects other people and looks up to them.



Self-esteem

The extent to which the person has self-esteem and mental stability



Stress management & pressure

The extent to which the person can deal with pressure and stressful situations.



Motivation

Ambition & challenges

The extent to which the person is competitive, is willing to strive to be successful and looks for challenges.



Need for status

The extent to which the person needs to be held in high esteem and demands recognition for his work and achievements.



Variety

The extent to which the person needs variety.



Social talents

Conformity

The extent to which the person adapts and conforms to different surroundings.



Extraversion

The extent to which the person likes to stand out and leans toward extrovert behavior.



Helpfulness

The extent to which the person is willing to help and support others.



Sociability & contact

The extent to which the person needs friendship and social contact.



Social empathy

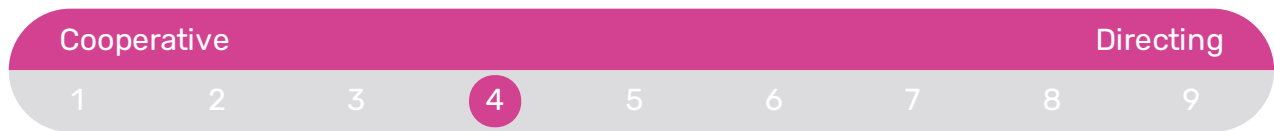
The extent to which the person has a, not necessarily functional, intrinsic interest in people's problems and in analyzing other people's behavior.



Influential talents

Dominance

The extent to which the person acts powerfully and dominantly.



Energy & action

The extent to which the person has the energy to perform tasks and to achieve goals.



Persistence

The extent to which the person persists and perseveres.



Self-assertion

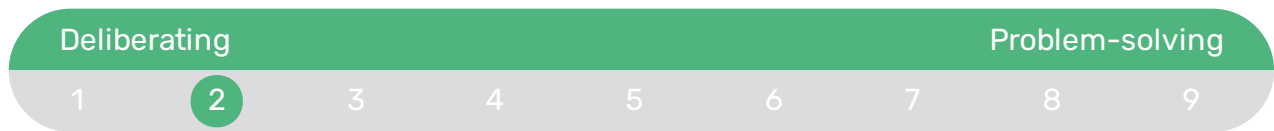
The extent to which the person dares to react in a confrontational manner and sets verbal boundaries.



Leadership talents

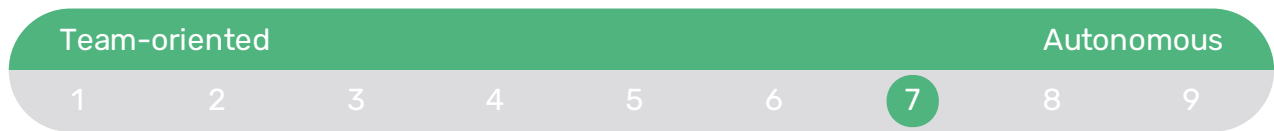
Decision making

The extent to which the person takes clear positions, makes decisions and stands by them.



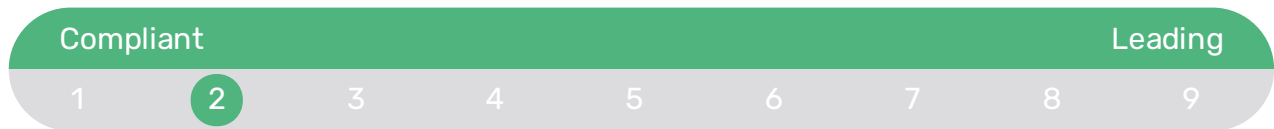
Independent thinking & acting

The extent to which the person needs autonomy and independence in forming his judgments and actions



Responsibility & leadership

The extent to which the person wants to be in charge and take responsibility.



Organizational talents

Order & structure

The extent to which the person needs a structured approach, order and neatness.



Pragmatism

The extent to which the person values a practical and useful approach and adopts a practical attitude.



Purposiveness

The extent to which the person is focused on (defined) goals and results.

