

TMA Talent analysis

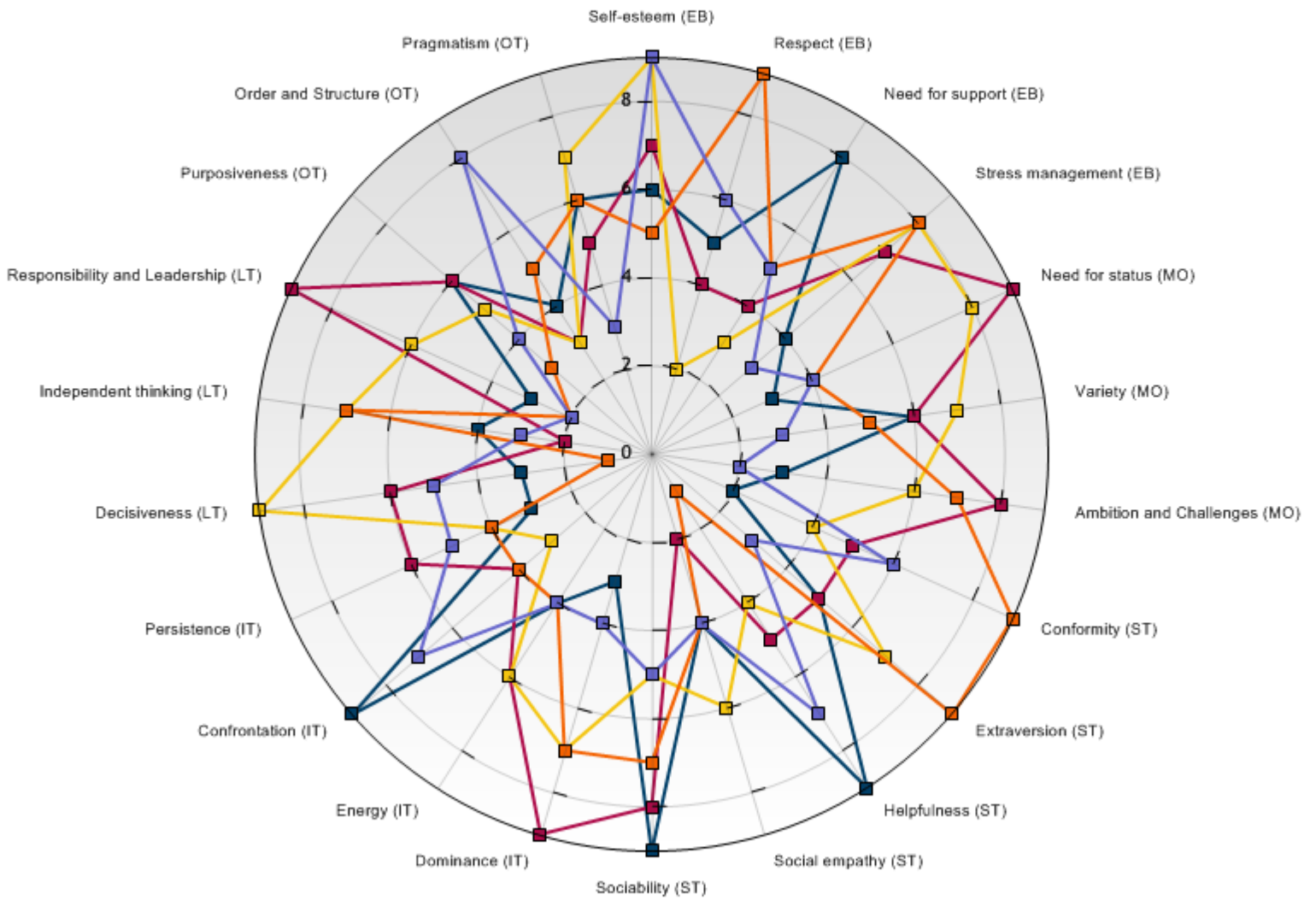
Teamanalysis

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EB Emotional balance
 MO Motives
 ST Social talents
 IT Influential talents
 LT Leadership talents
 OT Organisational talents



- Sara Berger (Peers)
- Mike Kramer (Subordinates)
- Eva Ofman (Manager)
- Admin TMA (Customers)
- Paul West (Peers)

Legend : N = Number, A = Average, H = Highest, L = Lowest, Me = Median, Mo = Mode

Talent Name	N	A	H	L	VAR	VARP	SDEV	SDEVP	Me	Mo								
										1	2	3	4	5	6	7	8	9
Self-esteem (EB)	5	7.2	9	5	3.2	2.56	1.79	1.6	7	0	0	0	0	1	1	1	0	2
Respect (EB)	5	5.2	9	2	6.7	5.36	2.59	2.32	5	0	1	0	1	1	1	0	0	1
Need for support (EB)	5	5	8	3	3.5	2.8	1.87	1.67	5	0	0	1	1	2	0	0	1	0
Stress management (EB)	5	6	8	3	5.5	4.4	2.35	2.1	7	0	0	1	1	0	0	1	2	0
Need for status (MO)	5	5.6	9	3	7.3	5.84	2.7	2.42	4	0	0	1	2	0	0	0	1	1
Variety (MO)	5	5.4	7	3	2.3	1.84	1.52	1.36	6	0	0	1	0	1	2	1	0	0
Ambition and Challenges (MO)	5	5.2	8	2	6.7	5.36	2.59	2.32	6	0	1	1	0	0	1	1	1	0
Conformity (ST)	5	5.2	9	2	6.7	5.36	2.59	2.32	5	0	1	0	1	1	1	0	0	1
Extraversion (ST)	5	5.8	9	3	5.2	4.16	2.28	2.04	5	0	0	1	0	2	0	1	0	1
Helpfulness (ST)	5	5.2	9	1	9.2	7.36	3.03	2.71	5	1	0	0	1	1	0	1	0	1
Social empathy (ST)	5	4	6	2	2	1.6	1.41	1.26	4	0	1	0	3	0	1	0	0	0
Sociability (ST)	5	6.8	9	5	3.2	2.56	1.79	1.6	7	0	0	0	0	2	0	1	1	1
Dominance (IT)	5	6	9	3	6	4.8	2.45	2.19	7	0	0	1	1	0	0	2	0	1
Energy (IT)	5	4.8	6	4	1.2	0.96	1.1	0.98	4	0	0	0	3	0	2	0	0	0
Confrontation (IT)	5	5.4	9	3	6.3	5.04	2.51	2.24	4	0	0	1	2	0	0	1	0	1
Persistence (IT)	5	4.4	6	3	1.3	1.04	1.14	1.02	4	0	0	1	2	1	1	0	0	0
Decisiveness (LT)	5	4.8	9	1	9.2	7.36	3.03	2.71	5	1	0	1	0	1	1	0	0	1
Independent thinking (LT)	5	4.6	7	2	5.3	4.24	2.3	2.06	4	0	1	1	1	0	0	2	0	0
Responsibility and Leadership (LT)	5	4.4	9	2	9.3	7.44	3.05	2.73	3	0	2	1	0	0	1	0	0	1
Purposiveness (OT)	5	4.8	6	3	1.7	1.36	1.3	1.17	5	0	0	1	1	1	2	0	0	0
Order and Structure (OT)	5	4.6	8	3	4.3	3.44	2.07	1.85	4	0	0	2	1	1	0	0	1	0
Pragmatism (OT)	5	5.4	7	3	2.3	1.84	1.52	1.36	6	0	0	1	0	1	2	1	0	0