

TMA Talent analysis

Overview Competence potential

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Name competence	Developable		Talent 1		Talent 2		Talent 3	
Adaptability	Reasonably developable	4	Conformity	2	Variety	6		
Ambition	Difficult to develop	3.5	Ambition and Challenges	3	Energy	4		
Assertiveness	Reasonably developable	5.33	Dominance	3	Sociability	9	Social empathy	4
Attention to detail	Reasonably developable	4	Order and Structure	4				
Business orientation	Difficult to develop	3.67	Ambition and Challenges	3	Energy	4	Independent thinking	4
Coaching	Reasonably developable	6.5	Helpfulness	9	Social empathy	4		
Commercial power	Reasonably developable	6	Ambition and Challenges	3	Sociability	9		
Conduct	Difficult to develop	3.5	Conformity	2	Extraversion	5		
Conflict Management	Reasonably developable	4.67	Confrontation (i)	9	Sociability	9	Social empathy	4
Controlling progress	Reasonably developable	5	Order and Structure	4	Purposiveness	6		
Cooperation	Easily developable	9	Helpfulness	9	Sociability	9		
Courage	Reasonably developable	6	Conformity (i)	2	Independent thinking	4	Self-esteem	6
Creativity	Reasonably developable	6	Conformity (i)	2	Independent thinking	4	Order and Structure (i)	4
Customer orientation	Easily developable	7.33	Helpfulness	9	Sociability	9	Social empathy	4
Decisiveness	Difficult to develop	3.5	Decisiveness	3	Independent thinking	4		
Delegating	Difficult to develop	2	Helpfulness (i)	9	Responsibility and Leadership	3		
Developing employees	Reasonably developable	6.5	Helpfulness	9	Social empathy	4		
Discipline	Difficult to develop	3	Conformity	2	Order and Structure	4		
Energy	Difficult to develop	3.5	Energy	4	Persistence	3		
Flexible behaviour	Reasonably developable	6	Pragmatism	6	Purposiveness	6		
Focus on Quality	Reasonably developable	4	Order and Structure	4	Variety (i)	6		
Forming judgement	Difficult to develop	3.5	Decisiveness	3	Independent thinking	4		
Identification with management	Difficult to develop	3.5	Conformity	2	Respect	5		
Independence	Difficult to develop	3	Independent thinking	4	Need for support (i)	8		
Initiative	Difficult to develop	3.5	Ambition and Challenges	3	Energy	4		
Innovative power	Reasonably developable	4.67	Energy	4	Independent thinking	4	Pragmatism	6
Integrity	no indication							
Leadership of groups	Reasonably developable	5.33	Energy	4	Responsibility and Leadership	3	Sociability	9
Learning ability	Difficult to develop	3	Persistence	3				
Listening	Reasonably developable	4	Social empathy	4				
Managing	Difficult to develop	3	Dominance	3	Responsibility and Leadership	3		
Need to achieve	Difficult to develop	3.5	Ambition and Challenges	3	Energy	4		
Negotiating	Reasonably developable	4.33	Dominance	3	Purposiveness	6	Social empathy	4
Networking	Reasonably developable	6.5	Sociability	9	Social empathy	4		
Organisation sensitivity	no indication							
Perseverance	Difficult to develop	3	Persistence	3				
Persuasiveness	Reasonably developable	4	Dominance	3	Energy	4	Extraversion	5
Planning and organising	Reasonably developable	5	Order and Structure	4	Purposiveness	6		
Political Sensitivity	no indication							
Presenting	Reasonably developable	5.5	Extraversion	5	Self-esteem	6		
Problem analysis	no indication							
Result-orientedness	Reasonably developable	5	Ambition and Challenges	3	Pragmatism	6	Purposiveness	6
Self development	no indication							
Sensitivity	Reasonably developable	4	Social empathy	4				
Sociability	Easily developable	7	Extraversion	5	Sociability	9		
Social Awareness	no indication							
Stress management	Reasonably developable	4	Stress management	4				
Verbal expression	no indication							
Vision	Reasonably developable	4	Independent thinking	4				
Written expression	no indication							