tma Dimensions, drives and talents

Emotional balance

Self-reflective	**Self-esteem** The extent to which the person has self-esteem and mental stability	Confident
Equality	**Respect** The extent to which the person respects and looks up to other people.	Respectful
Self-sufficient	**Need for support** The extent to which the person needs support from the people around her.	Appreciates support
Involved	**Stress management & pressure** The extent to which the person can manage pressure and stressful situations.	Stable

Motives

Humble	**Need for status** The extent to which the person needs to be held in high esteem and demands recognition for her work and achievements.	Presentable
Focus	**Variety** The extent to which the person needs variety.	Diverse
Satisfied	**Ambition & challenges** The extent to which the person is competitive, is willing to strive to be successful and looks for challenges.	Focus on achievements

Social talents

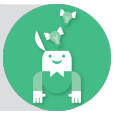
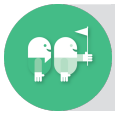
Groundbreaking	**Conformity** The extent to which the person adapts and conforms to different surroundings.	Dutiful
Gives way to others	**Extraversion** The extent to which the person likes to stand out and leans toward extravert behavior.	Stands out
Level-headed	**Helpfulness** The extent to which the person is willing to help and support others.	Service-oriented
Factual	**Social empathy** The extent to which the person has a, not necessarily functional, intrinsic interest in peoples problems and in analyzing other peoples behavior.	Empathetic
Individualistic	**Sociability & contact** The extent to which the person needs friendship and social contact.	Uniting

tma Dimensions, drives and talents

Influencing talents

 Cooperative	**Dominance** The extent to which the person acts powerfully and dominantly.	Directing 
 Patient	**Energy & action** The extent to which the person has the energy to perform tasks and to achieve goals.	Enterprising 
 Tolerant	**Confrontation** The extent to which the person dares to react in a confrontational manner and sets verbal boundaries.	Assertive 
 Changes priorities	**Persistence** The extent to which the person persists and perseveres.	Perseveres 

Leadership

 Deliberating	**Decision making** The extent to which the person takes clear positions, makes and stands by decisions.	Problem-solving 
 Team-oriented	**Independent thinking & acting** The extent to which the person needs autonomy and independence in forming her judgments and actions	Autonomous 
 Compliant	**Responsibility & leadership** The extent to which the person wants to be in charge and take responsibility.	Leading 

Organizational talents

 Process-oriented	**Purposiveness** The extent to which the person is focused on (defined) goals and results.	Goal-oriented 
 Creative	**Order & structure** The extent to which the person needs a structured approach, order and neatness.	Precise 
 Abstract-thinking	**Pragmatism** The extent to which the person values a practical and useful approach and adopts a practical attitude.	Practical 