TeamsDNA®

HFMtalentindex

Example

10-03-2021

Please also see the *Notes & Tips* PDF for background information

TeamsDNA®

This team photo is based on the following combined assessment results of all team members:

Motivations & preferred roles

Competency potential

Learning Agility

Cognitive abilities

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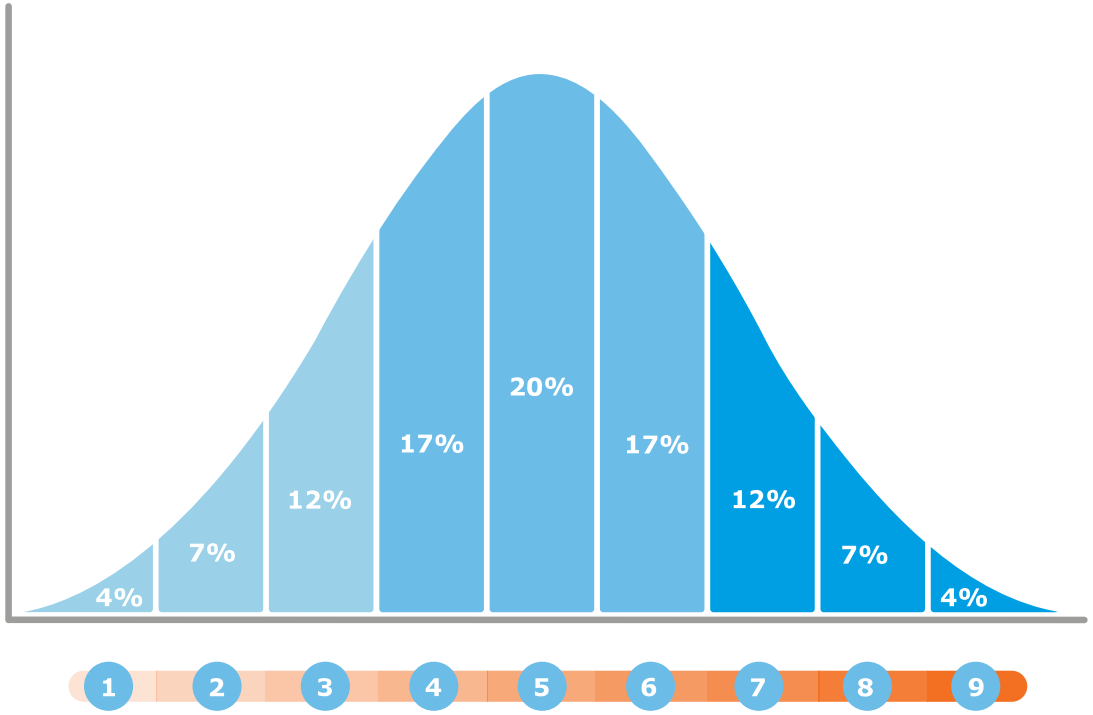
Normal distribution

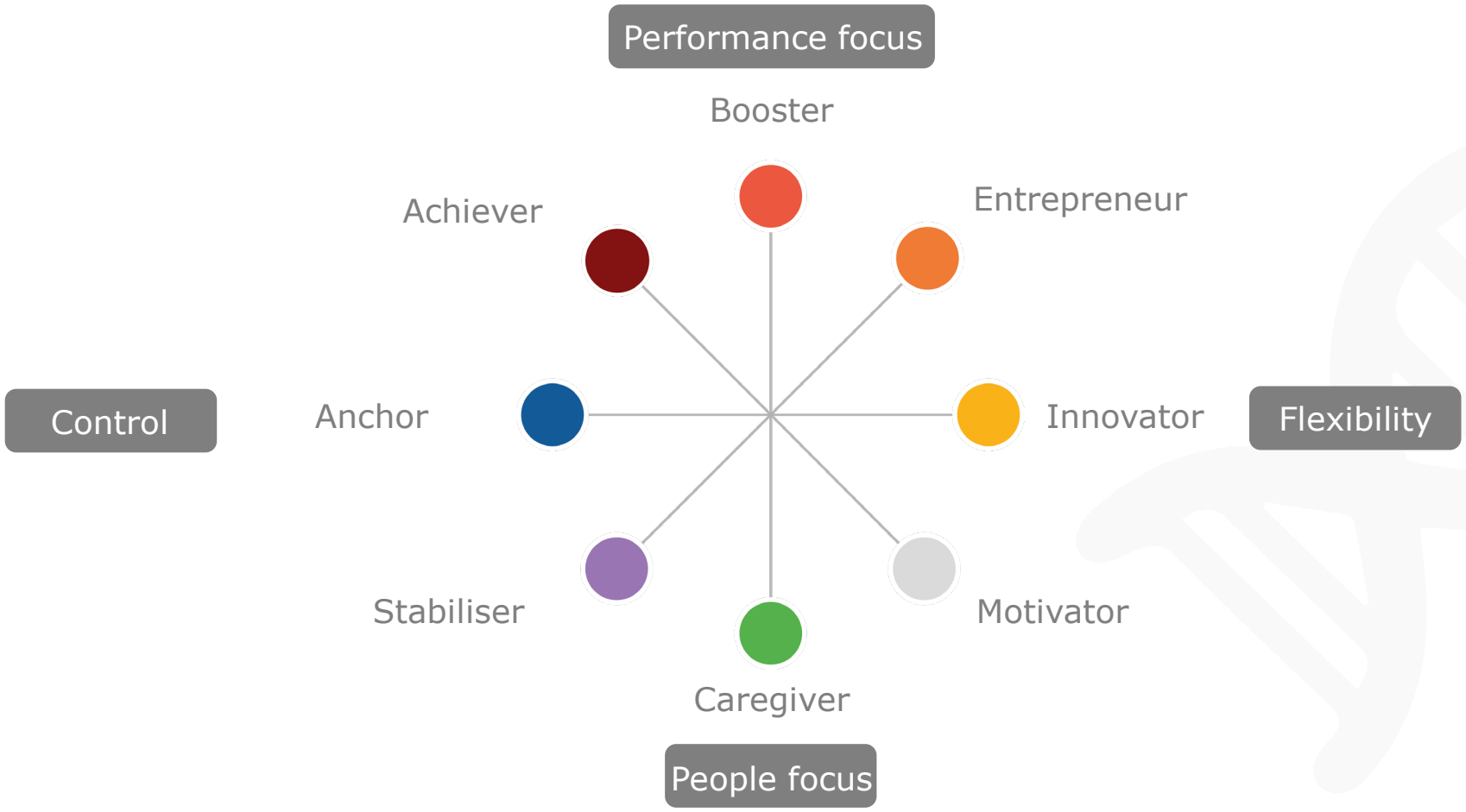
A lot of the results are displayed on a nine-point scale. The scores represent a comparison with a norm population. Each point on the scale corresponds to a part of the normal distribution (a stanine).



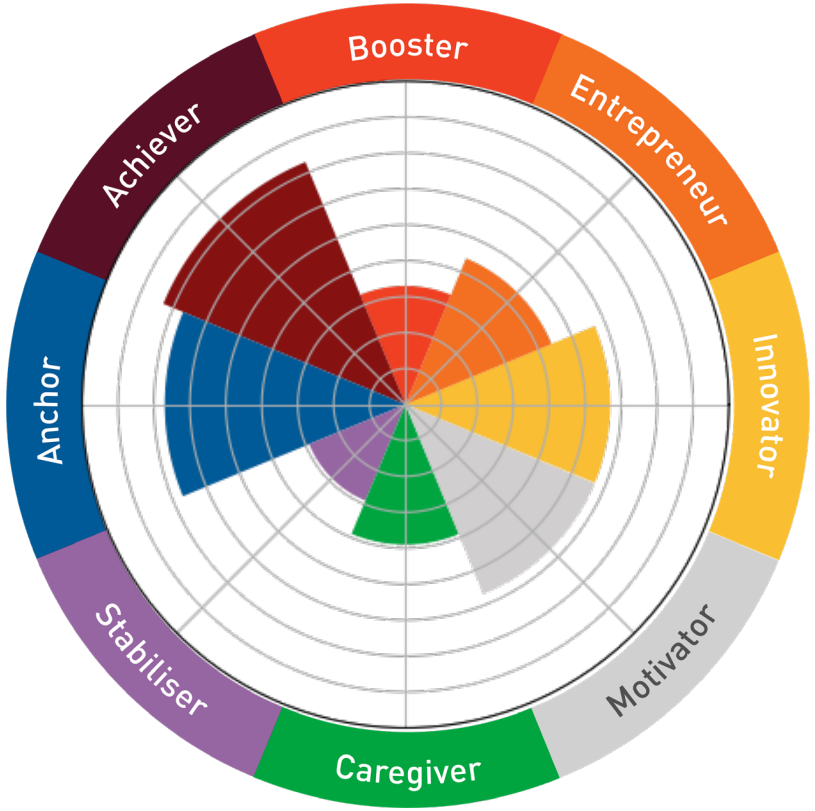
Stanine scores | Explanation

1. Very low
2. Far below average
3. Clearly below average
4. Slightly below average
5. Average
6. Slightly above average
7. Clearly above average
8. Far above average
9. Very high

Preferred roles | Explanation

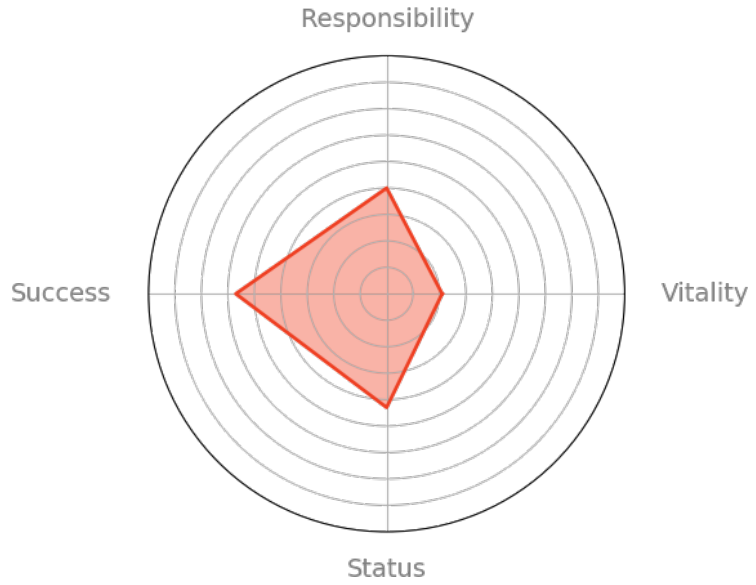


Preferred roles

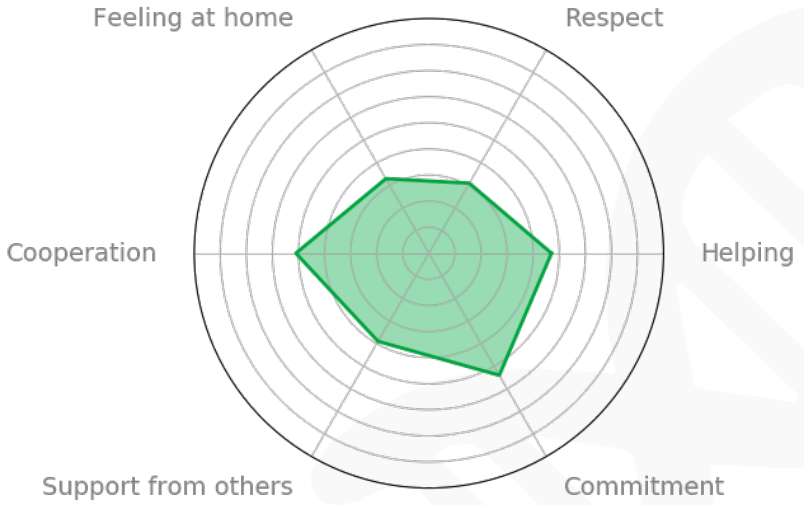


- 0 **Booster**
  achieving, responsibility, impact
- 0 **Entrepreneur**
  initiating, independence, adventure
- 0 **Innovator**
  creativity, innovation
- 1 **Motivator**
  cooperation, growth
- 1 **Caregiver**
  sociability, loyalty, respect
- 0 **Stabiliser**
  security, community
- 1 **Anchor**
  order, precision, quality
- 4 **Achiever**
  arranging, organising, realising

Motivations profile | Performance focus & People focus

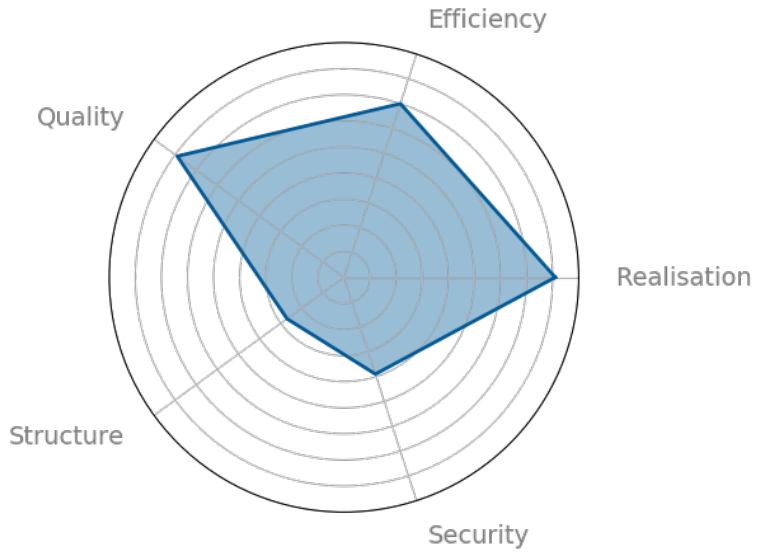


Performance

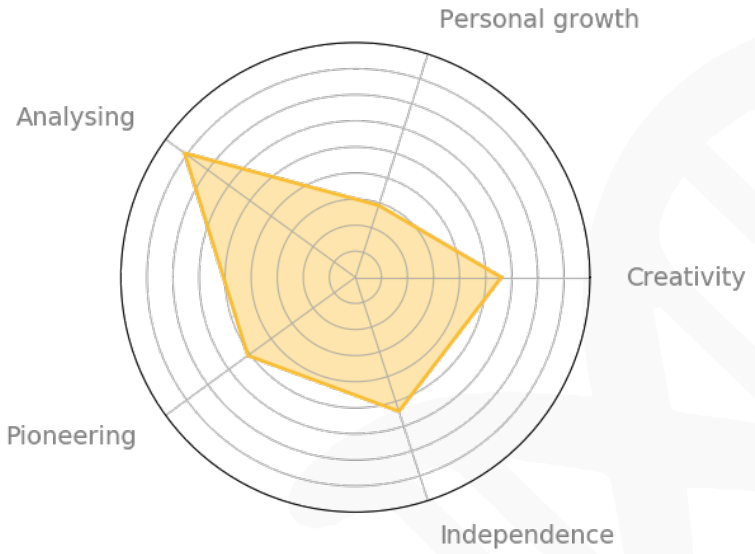


People

Motivations profile | Control & Flexibility



Control



Flexibility

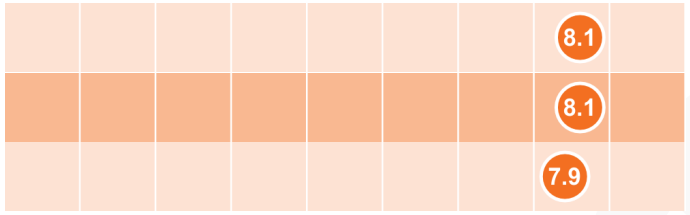
Motivations | Team Motivation

High

Realisation

Analysing

Quality

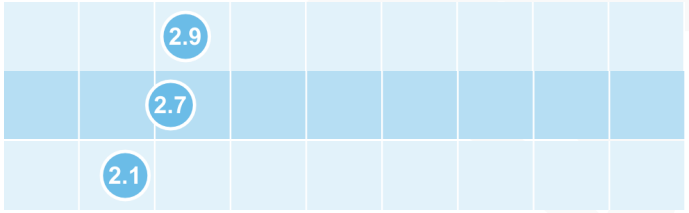


Low

Personal growth

Structure

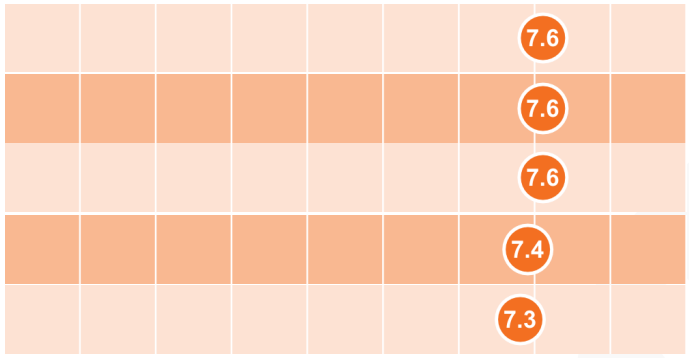
Vitality



Competencies | Team Potential

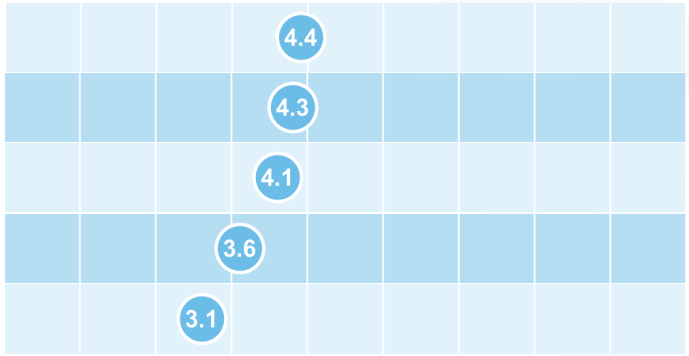
High

- Situational awareness
- Planning
- Structuring
- Motivating
- Service-oriented



Low

- Providing feedback
- Stress resistance
- Initiative
- Assertiveness
- Flexibility



Learning Agility | Explanation

Learning Agility is the ability to rapidly develop new, effective behaviour on the basis of new experiences and subsequently apply this successfully.

Change Agility
- Curious
- Experiments
- Tries new things

Self-awareness
- Knowing oneself
- Self-critical
- Development-oriented

Mental Agility
- Analytical
- Complexity
- New ideas

People Agility
- Desire to understand
- Constructive towards others
- Open to other cultures

Results Agility
- Ambitious
- Self-confident
- Goal-oriented

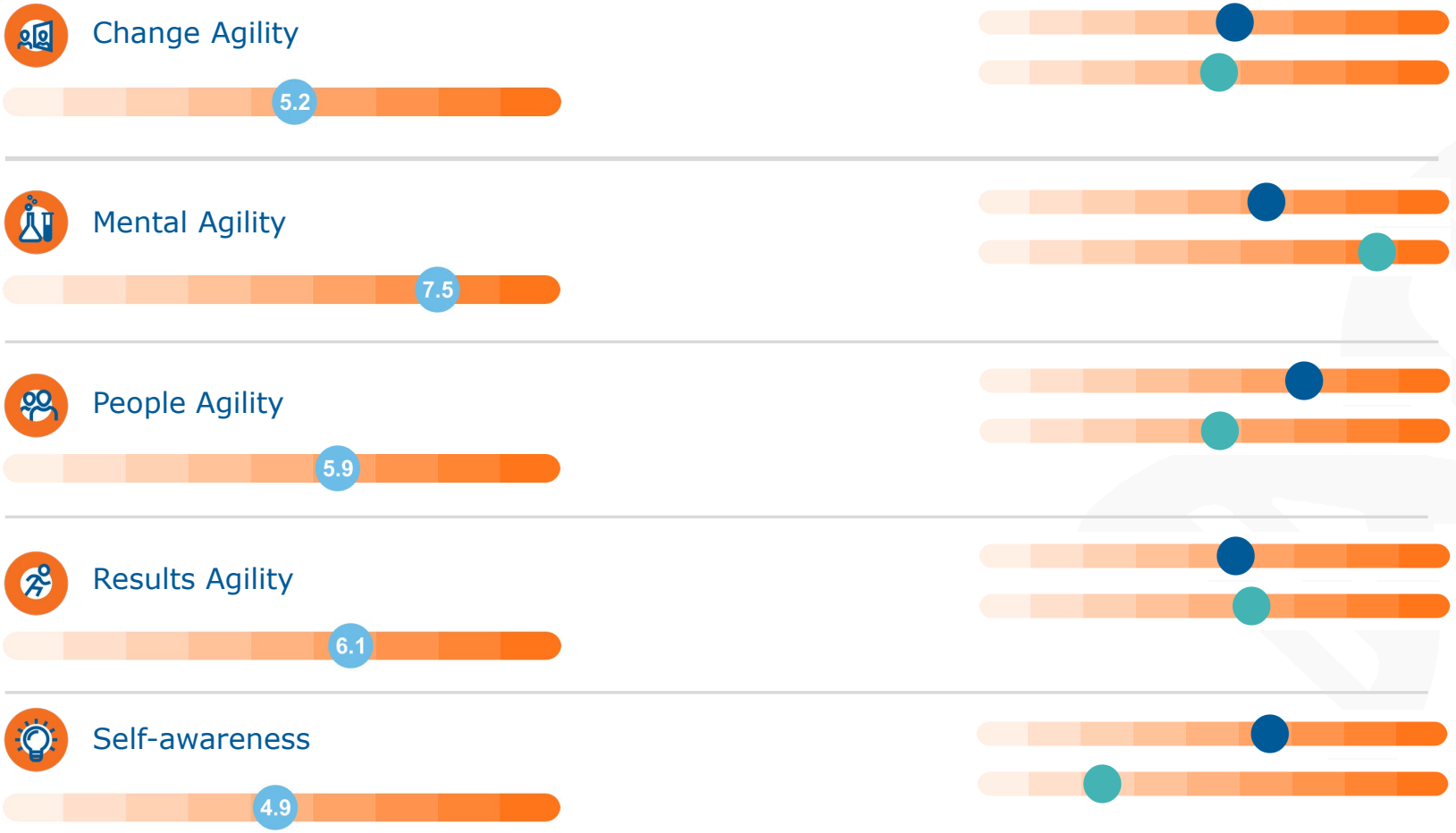
Self-awareness plays a special role in Learning Agility. Someone who knows their own strengths and weaknesses and wants to develop will learn faster than someone who doesn't consider that important.

Learning Agility | Overall score

Learning Agility | Benchmarks

- Average
- Management
- High Potentials / Senior Management
- Change Agents

Learning Agility | Dimensions



Can = potential

Want = motivation

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Part of the ASSESSIO GROUP

Cognitive abilities

Overall score

HFM TALENTINDEX
Part of the ASSESSIO GROUP