

# MPA

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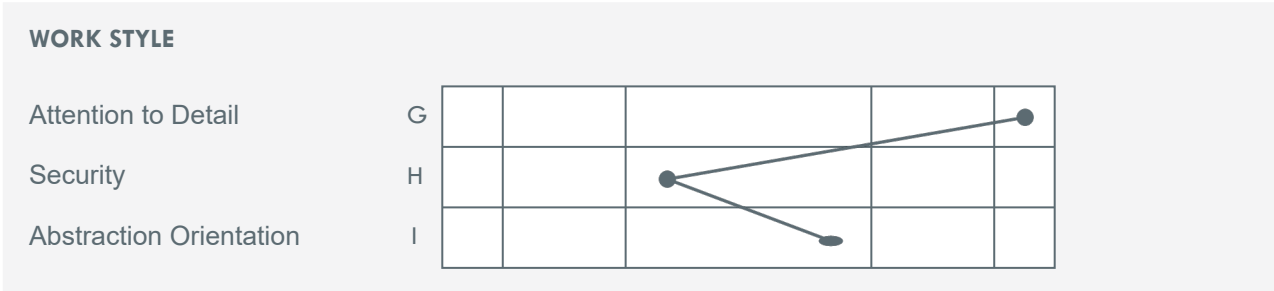
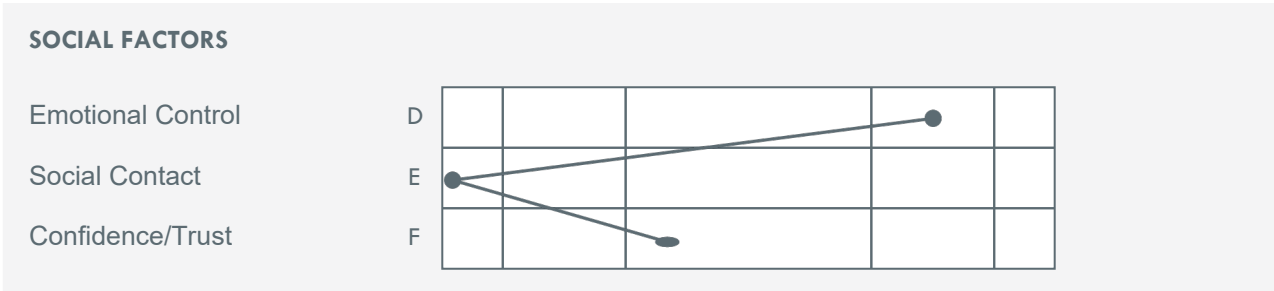
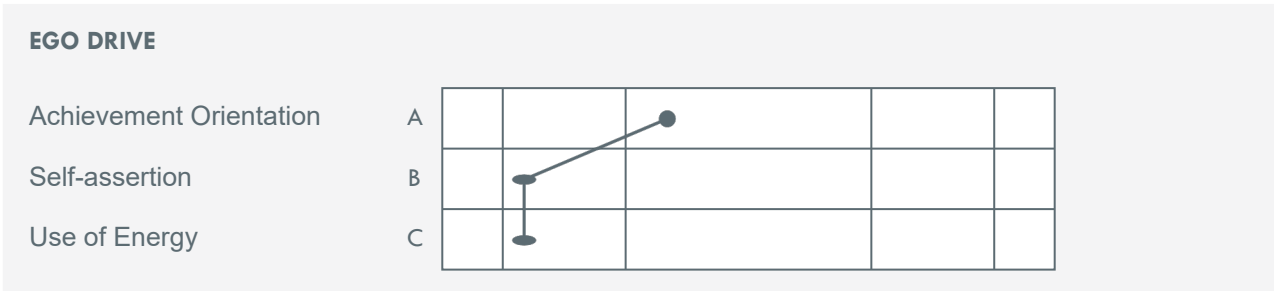
**MPA** (21/03/2012)

+ 3rd Party Report

# 3RD PARTY REPORT

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Time Used: 00:07:18

SELECTED NORM: International norm



- The respondent's answer
- ◐ Divided score—the respondent has given answers on both sides of the scale. This may indicate behavioural flexibility.

Each scoring box makes up a percentage of the norm group, with which the answer is compared.

Division of the norm groups	10%	20%	40%	20%	10%
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## SUMMARY

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The report is compiled based on the respondent's individual assessment. The precision of the result depends, therefore, on the accuracy of the respondent's answers. You should be careful, therefore, not to draw too many conclusions from the report without getting these confirmed by the respondent.

The text below describes the typical behaviour for people with exactly this Personal Profile.

### EGO DRIVE (I BEHAVIOUR)

Persons with this behaviour will often focus on the goal as well as ensure how to get there.

Persons with a score like this may express their own opinions and attitudes, but accept those of the group. Are mainly listeners who most often leave control to others.

Persons with this preference favour a moderate work pace that allows time to work resolutely on the job in hand.

### SOCIAL FACTORS (WE BEHAVIOUR)

This score typically describes a person who is emotionally controlled, exhibiting personal feelings only to close friends. Most often perceived as carefree and a person who takes a rational approach to the job.

The score on this property describes persons who prefer to work independently or in small groups. Such persons only seldom take the initiative in meeting new persons.

Will attempt to maintain good relations on a realistic basis. A person with this preference tries to evaluate whether or not conflict is necessary.

### WORK STYLE (JOB BEHAVIOUR)

Enjoys getting absorbed in details to guarantee error-free results, and may thus have trouble obtaining an overview. Content with routines tasks that require a sense of responsibility.

Persons with this score will typically exhibit both spontaneity and consideration, depending on the nature of the job.

They are perceived as persons who have a good grasp of new ideas and a sense of translating theory into practice.

# INPUT FOR FUTURE DEVELOPMENT DIALOGUES

## STRENGTHS

The basis of much development is an individual's strengths. Here are some typical strengths for this Personal Profile.

- Assists in achieving the objective while ensuring that this is a smooth process.
- Listens carefully to what others have to contribute.
- Perseveres with long-lasting tasks.
- Seems calm and controlled even in stressful situations.
- Really likes to work independently.
- Assesses whether conflicts are necessary.
- Thorough and thrives on routine.
- Adapts the speed at which decisions are made in relation to the task and the situation.
- Converts theory into practice.

## PITFALLS AND DEVELOPMENT FOCUS

Every strength leads to a potential pitfall. The more evident our strength is, the easier it becomes a pitfall. When undergoing self-development to avoid such pitfalls, it is important to hold onto this strength while the pitfall is handled constructively. Here are some typical development points for this Personal Profile:

- When pressed for time, may need help to keep unilateral focus on the objective to bring about maximum progress.
- May benefit from support and practice in expressing own attitudes.
- May need to create an overview and status, when several tasks are being performed at the same time.
- May get help regarding listening for words, expressions and body language, which reflect how others are feeling.
- With small, but focused steps, the individual can practise making contact with new people and evaluating all progress positively.
- May benefit from practising giving verbal feedback more frequently.
- May be helped to understand when attention to detail ceases to add further value for others.
- May be helped to drop irrelevant information when it comes to making rapid decisions.
- Ideally agree how much time is required for the proper development of ideas and when the innovation process goes over to the implementation phase.

# ABOUT THIS REPORT

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## TOOL USED

The Master Person Analysis (MPA) is a Person Profile describing the preferred behaviour in an occupational setting. The description is based on the statements chosen in the MPA questionnaire.

## ETHICAL USE

The answers depends on self assessment by the respondent. It is very important therefore not to over-interpret or interpret things in a one-sided way based on this report. You are urged to have the result of the test confirmed and elaborated on during an interview with the respondent. This is typically done with a feedback interview by a certified user.

When reading the report, you should remember that no results are “right” or “wrong” in themselves, but should always be assessed based on tasks that have to be done as part of the job.

The report should be treated as confidential.

## NORM GROUP

To get a better understanding of the result, the response is compared to those of a norm group. The norm group consists of a representative sample of a business cohort. This is a compilation that takes age, gender, management level, industry etc. into consideration.

## ACCURACY OF REPORT

The preferred behaviour in this job could well change over time — this partly depends on the work situation. If it has been over a year since the questionnaire was completed, you will need to consider whether the content of the report is still as relevant.

The quality of the MPA is particularly well documented and grounded in international standards for test quality. MPA is therefore recognised by several international assessment institutions.

The accuracy of this report very much depends on the honesty and spontaneity of the answers.