

Speech script for Introduction in MPA Test Interview

*We are now going to conduct a test interview. How did it feel to fill out the MPA? {*Confirm feelings, ask about environment, check the time it took). I want to start by telling you that I am a certified user in the test, which is a requirement to have the opportunity to conduct a test interview. The MPA is a personality test that measures your typical behaviour in work situations, what you usually do at work. We use tests because they give us an objective basis for your work behaviour that is important for the position you have applied for.*

** Inform the test person about the recruitment process and how MPA is used in the assessment.*

MPA result

*Here is the actual result {*Submit Profile, without Criteria). There is no right or wrong in the result, everyone is different. To show the difference, your results are compared to a norm group. In this case, it is a Swedish working-age population consisting of just over 20,000 people that you are being compared to because the position you have applied for is in a Swedish company. The norm is distributed according to a normal distribution, where 10% are placed on the far left of the profile, 20% in box 2, 40% in the middle, 20% in box 4 and finally 10% in box 5. The most common behaviour can be found in the middle box, but this does not mean that it is strange or deviant to end up in the extremes, but rather see it as the behaviour being more significant and clearer. As you can see, the profile is divided into three main areas – The Ego Drive measure your I-behaviours, the Social Factors measure your we-behaviours, and finally the Work Style measures more specific job behaviours.*

Personal data and retention

The results will be shared with the recruiting manager who will receive a report and my comments from this interview. The result will be saved for XX months in a database that we have, after which it will be deleted. If you want your result and your personal data linked to the test to be deleted earlier than that, just contact me and I will delete it immediately.

Test interview and feedback

*Have you had the opportunity to read through the report that you were able to download immediately after filling it in? {*Please listen in if there are any questions related to the report and that you will have the opportunity to answer them).*

It is a so-called feedback report and describes in more detail what you see on the profile report here, i.e. your different behaviours in the nine different properties or scales.

I start by describing the general definition of the property and then describe the definitions of the furthest to the left and then furthest to the right. We will then look at your placement and the specific definition for that, followed by questions from me. I may not ask you questions for all properties, but a few in relation to the specific position you have applied for.