

# MPA

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

+ Feedback Report

# ABOUT THIS REPORT

This report presents your Master Person Analysis results.

Its purpose is to accurately and clearly summarize your questionnaire replies.

This feedback report is for your own use. It has been generated from your answers and doesn't include information given in the feedback session or from any other sources.

## TOOL USED

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

## WHAT DOES THE PERSON PROFILE DESCRIBE?

The Person Profile describes over the next few pages your typical behaviour in an occupational setting. The behaviour is described within nine different behavioural traits which we call properties. The description maintains an objective and neutral tone to describe the characteristic behaviour seen in persons with scores such as yours. Even if you sometimes adapt your behaviour to varying demands and situations, you should easily be able to recognise your typical behaviour in this description.

## GRAPHIC PRESENTATION

Your Person Profile is presented graphically as a dot in one of the five scoring boxes for each of the nine properties. Each box represents a characteristic behaviour and is reported as a percentage of the selected norm group.

### DISTRIBUTION

10%	20%	40%	20%	10%
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Time Used: 00:07:18

## NORM GROUP

To get a better understanding of your results, your 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. There is the option of comparing your response to several separate norm groups. The choice of norm groups is stated on the following pages.

Selected Norm: **International norm**

## MAIN AREAS

The nine properties are divided into three main areas:

### EGO DRIVE (I BEHAVIOUR)

Describes how persons define and perceive goals, how influence is pursued and how one uses their energies.

### SOCIAL FACTORS (WE BEHAVIOUR)

Describes how persons prefer to show and use their feelings, how much interpersonal contact a person seeks, and how persons typically display trust and faith in others.

### WORK STYLE (JOB BEHAVIOUR)

Describes one's approach to work, how one makes decisions, and the person's interest in development and new ideas.

## A ACHIEVEMENT ORIENTATION

Describes how goals are primarily defined and achieved



Usually focuses on the process by which to reach the goal. Prioritises the jobs/tasks involved, while working persistently to ensure quality in the work process.

Attempts to achieve goals in a committed, speedy and impatient manner. Competitive and focused on the target.

Presentation of Axel Altman: This score shows a preference for defining targets and results in both qualitative and quantitative terms. Persons with this behaviour will often focus on the goal as well as ensure how to get there. Typically perceived as a person who weighs the pros and cons of the target, and the time it takes to reach it. Thrives best with achievable targets when sufficient time is given to guarantee the process.

## B SELF-ASSERTION

Describes how influence is sought



Prefers to go along with others' opinions rather than promoting his/her own. Usually reticent and attentive. Prefers to hand over control to others.

Strives to gain influence with tremendous impact. Tries to impose his/her opinions. Usually handles situations with great determination and self-confidence.

Presentation of Axel Altman: 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. Perceived primarily as slightly reticent and without seeking any great influence. Thrives with influence but only within the group.

You have provided several answers on both sides of this property. This is indicated with an ellipse above. It often means that behaviour varies and is adaptive to the situation.

## C USE OF ENERGY

Describes how energy is usually used



Typically prioritises a few, simultaneous jobs. Works persistently and consistently. Prefers a relaxed working pace, without sudden interruptions.

Starts on new activities with enthusiasm. Numerous simultaneous jobs are preferred. Perceived as enterprising, intense and impatient. Thrives in a hectic environment.

Presentation of Axel Altman: This score describes a person who often gears energy towards a few tasks at a time. Persons with this preference favour a moderate work pace that allows time to work resolutely on the job in hand. Sensitive to sudden interruptions. Seldom takes the initiative for new activities.

You have provided several answers on both sides of this property. This is indicated with an ellipse above. It often means that behaviour varies and is adaptive to the situation.

## D EMOTIONAL CONTROL

Describes how persons prefer to show and use their feelings



Usually exhibits feelings openly and temperamentally. Gets involved emotionally. Is committed and easily affected by ambience and situations.

Emotionally self-controlled. Seldom shows feelings. Generally takes a rational approach to his/her environment and the job. Considered carefree.

Presentation of Axel Altman: 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. Thrives well in a work environment in which the focus remains on the task.

## E SOCIAL CONTACT

Describes how much contact persons want to have with others



Prefers to work in smaller groups. Takes few initiatives to make new contacts and can appear reserved. Thrives best working autonomously.

Prefers the company of others. Actively seeks out new contacts. Sociable and outgoing. An easy communicator.

Presentation of Axel Altman: 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. Socialising with others is primarily confined to familiar contacts. Can appear as introverted and reserved with little interest in socialising. Thrives best with independent tasks with little outside relationships.

## F CONFIDENCE/TRUST

Describes how persons typically show confidence and trust in others



Often behaves with caution and scepticism towards others. Generally direct and straightforward in approach. Assertive and faces conflicts head-on.

Usually considerate and tolerant of others. Typically avoids conflicts to preserve good relations. Accommodating and trusting.

Presentation of Axel Altman: This result describes persons who typically exhibit confidence in others and trust their motives. Will attempt to maintain good relations on a realistic basis. A person with this preference tries to evaluate whether or not conflict is necessary. Can be perceived as accommodating, exhibiting "natural" scepticism. Thrives best when criticism can be formulated openly and constructively.

You have provided several answers on both sides of this property. This is indicated with an ellipse above. It often means that behaviour varies and is adaptive to the situation.



## ATTENTION TO DETAIL

Describes persons' preferred approach to work duties



Primarily works with broad perspectives, the big picture. Details and routines are generally ignored. Preserves an overview.

Typically works meticulously and diligently. Prefers getting into the details. Has a great sense of responsibility.

Presentation of Axel Altman: A person with this behaviour typically works thoroughly and scrupulously on all aspects of the job. 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. Primarily perceived as thorough, conscientious and responsible. Thrives best in situations that allow sufficient time for total absorption.



## SECURITY

Describes how persons prefer to make decisions



Prefers to make quick and spontaneous decisions, which may be changed later. Is willing to take chances. Usually quick to act.

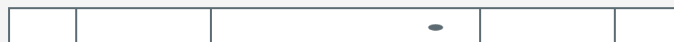
Usually acts only after careful consideration. To safeguard against errors all sides of a case will be examined before reaching a decision.

Presentation of Axel Altman: This score reflects a preference for situation-determined decision-making processes. Persons with this score will typically exhibit both spontaneity and consideration, depending on the nature of the job. Thus, these persons are often experienced as reaching decisions in a balanced manner. Thrives best when allowed to adjust the decision-making process to context.



## ABSTRACTION ORIENTATION

Describes persons' interest in development and new ideas



Practically oriented and focuses on the concrete execution of the job. Typically gets things to work in practice based on given guidelines.

Development oriented and primarily focused on alternatives and new ideas. Thinks and discusses willingly the theoretical and abstract level.

Presentation of Axel Altman: This result typically describes persons who put forward sound proposals for change, focused on practical application. They are perceived as persons who have a good grasp of new ideas and a sense of translating theory into practice. Thrives with a balance between specific guidelines and room for change and renewal.

You have provided several answers on both sides of this property. This is indicated with an ellipse above. It often means that behaviour varies and is adaptive to the situation.

### **ETHICAL CONSIDERATIONS AND YOUR RIGHTS**

You have the right to get your own test result (this report). Your result will always be assessed on the basis of the tasks to be solved in a specific job. You also have the right to know about the process of which your results are a part and how the results will be used in that process as well as how long your result will be kept on file in recognizable form. Finally you should know who will be made privy into whatever insights your test reveals.

In some cases the certified user will give you personal feedback which will include the aforementioned information and give you the opportunity to ask any questions you may have.

If you have any questions about the test or issues mentioned in this section, you are entitled to get a response from the certified user. See the beginning of this report to find the name of the certified user.

### **ACCURACY OF REPORT**

Your preferred behaviour at work may change over time and are partially dependent on the work circumstances. If it has been a while since you last took the test, you should consider whether the contents of this report still apply.

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 how honestly and spontaneously you replied.

### **CLOSING REMARKS**

We hope that this reporting of your answers given has been meaningful to you and offered you a more clear understanding of yourself. In case you do not recognize yourself in this report, it is important that you inform your feedback provider.

### **ABOUT THE TEST PROVIDER**

Master delivers assessments to provide information on individuals and groups in occupational settings. Information is handled ethically to secure the best match between the individual and the company. We believe in ethics to ensure a constructive dialogue for both individual and company.

### **DISCLAIMER**

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