

MPA – Master Person Analysis

- The Professional Self -

The Master Person Analysis (MPA) is an internationally proven expert system for creating personality profiles to be used as the basis for well-founded exploratory meetings and describes a person's behavioural trends in professionally relevant situations.

MPA was developed in the 1990s which identifies *professional behavioural tendencies* and presents the results in a graphical format. Subjects complete an online questionnaire containing 80 questions (20 sets of questions with 4 options each) relating to the three following primary characteristics:

- › internal driving forces
- › social behaviour *and*
- › style of work

The results are then discussed with a certified MPA-user in an exploratory or feedback session.

It is also possible to compare job/role descriptions with the profiles in an additional evaluation session prior to carrying out the MPA personality profile analysis.

Goals:

- › To identify opportunities for improvement and development and take appropriate, targeted action
- › To avoid costly mistakes in the selection of candidates or promotion of existing members of staff

Used in:

- › New hires or transfers: selecting the person who best fits the requirements profile
- › Putting together “customised” project teams
- › Optimising career performance

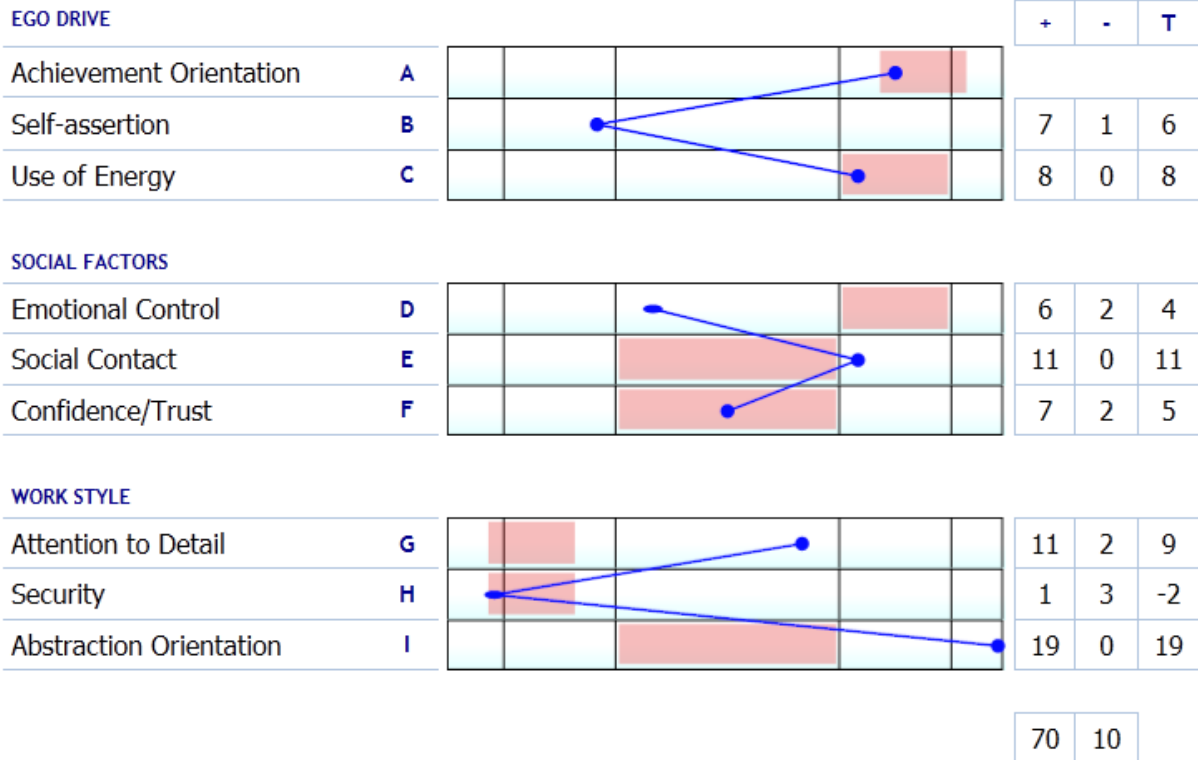
Advantages from the candidate perspective:

- › Helps people recognise and understand their behaviour in work situations
- › Enables you to discover your professional self and hidden potential
- › Helps you to create opportunities for professional development
- › Supports career decisions

Advantages from the organisational perspective:

- › Supports the selection of the “right” person for the “right” job
- › Identifies potential and defines appropriate development paths

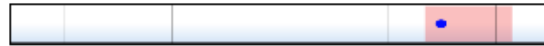
Sample Profile:



Scores and Criteria:

A: Achievement Orientation

describes how goals are primarily defined and achieved.



B: Self-assertion

describes how influence is sought.



C: Use of Energy

describes how energy is usually used.



D: Emotional Control

describes how persons prefer to show and use their feelings.



E: Social Contact

describes how much contact persons want to have with others.



F: Confidence/Trust

describes how persons typically show confidence and trust in others.



G: Attention to Detail

describes persons' preferred approach to work duties.



H: Security

describes how persons prefer to make decisions.



I: Abstraction Orientation

describes persons' interest in development and new ideas.

