

MPA



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VALUE PEOPLE

Project Manager

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MPA (05/10/2023)

+ 3rd Party Report

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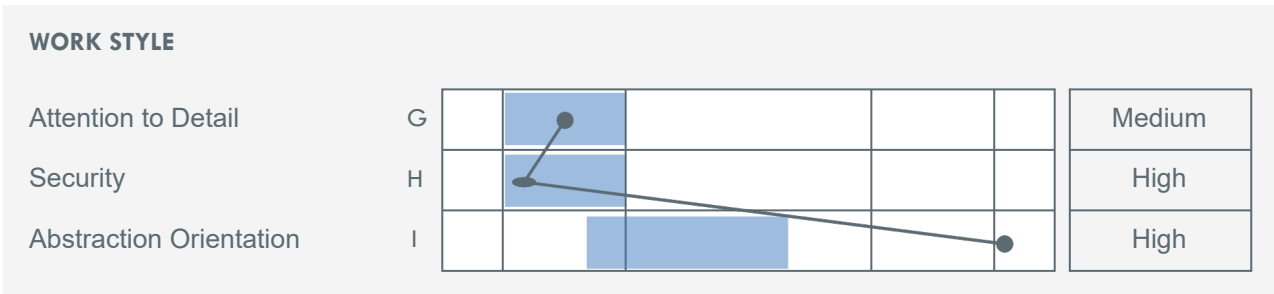
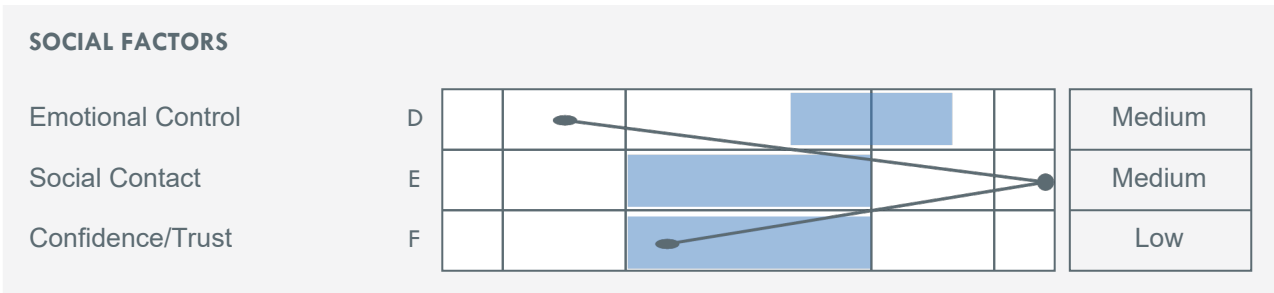
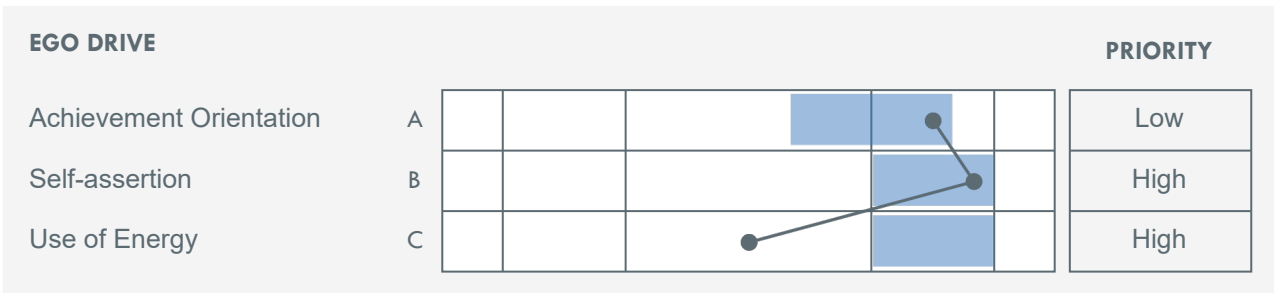
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3RD PARTY REPORT

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 Time Used: **00:18:29**
 Questionnaire Completed: **05/10/2023**

CRITERIA: Project Manager
 NORM: Swiss norm



- The respondent's answer
- ◐ Divided score—the respondent has given answers on both sides of the scale. This may indicate behavioural flexibility.
- Criteria interval. The priority for criteria is shown in the column on the right.

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

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 primarily attempt to reach targets as quickly as possible. Can be perceived as competitive and target-oriented.

Persons with a score like this strenuously seek influence. Typically try to influence opinions and attitudes in their environment. Perceived as persons who handle situations with confidence and may be perceived as domineering and resolute.

This score describes a person who usually initiates new activities without losing focus on ongoing assignments. Thrives well at a varied work pace that allows time to adjust pace to assignment.

SOCIAL FACTORS (WE BEHAVIOUR)

This score typically describes a person who openly exhibits feelings. Can be perceived as an enthusiastic and understanding individual.

The score on this property describes persons who always prefer the company of others. Perceived as highly social and outgoing individuals who communicate well with everyone.

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)

Delegates, or preferably, avoids tasks requiring attention to detail. Can be perceived as a person with a good overview, but with a sense of detail.

Willingly takes chances in decision making. Can be perceived as a quick decision maker who acts promptly.

This result typically describes persons who are highly development-oriented and maintain a constant focus on alternatives and new ideas. They are interested in theory and the abstract.

MATCH ANALYSIS



MEDIUM

There is a medium match between the Personal Profile and the behaviour criteria that was used in this context. This means that the person's behaviour will support that which is expected in the job, but that the person will, on several points, need to use energy to adapt their behaviour. Examining how the person's competencies can compensate when there are critical differences in criteria and the Personal Profile, is advised.

CRITICAL DIFFERENCES

EMOTIONAL CONTROL

The respondent will probably be less emotionally controlled than is required for this position. This can mean that the person is more sensitive and has a more obvious emotional expression than the environment might expect or find desirable. The respondent can be helped to express emotions in the appropriate situation, .e.g. show frustration with the manager or closest colleagues but never with customers.

SOCIAL CONTACT

The respondent is more socially oriented than is desirable in relation to the set criteria. This may mean that the respondent can lose motivation in this position. The line manager can correct this by giving tasks that involve others. This could well be a network outside of the team, the department or the company.

ABSTRACTION ORIENTATION

The respondent seems to be more focused on the theory, abstract thinking and innovation than is necessary in relation to the completed criteria. This can result in unnecessary debates including discussions about alternative ways of doing things instead of going about the task in a more pragmatic way. This person may be helped to understand when it is time to have discussions and develop ideas and when it is time for implementation. When guidelines should be followed, it may help to explain the reasons without inviting a discussion about them.

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.

- Seeks to reach the goal quickly and preferably to be the first to do so.
- Readily takes control in groups.
- Adapts the pace of work to that which is required by the task.
- Is easily inspired and clearly expresses their enthusiasm.
- Often creates a large network.
- Assesses whether conflicts are necessary.
- Likes to create an overview instead of becoming caught up in details.
- Makes rapid decisions.
- Innovative and theoretical.

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:

- May need help to understand how a good process can help to achieve the desired results.
- May need to be told directly to have a more listening approach to others.
- The work pace can vary unexpectedly, unless it is clearly communicated, when a persistent quick work pace is expected.
- May need help to distinguish between the situations, where it is not suitable to show negative emotions and the situations where this is more appropriate.
- May be inspired to focus a bit more on dialogue and creating relationships with a professional purpose.
- May benefit from practising giving verbal feedback more frequently.
- May be helped to understand the importance of attention to detail and thus respect people who are better in this area.
- Is motivated to make safer decisions by focusing more on details, considering all the pros and cons, involving other people's views or just taking longer to consider matters.
- Make clear when the time for discussions and developing ideas should become the time for implementation.

ABOUT THIS REPORT

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.