



# HOW DO YOU HIRE AND RETAIN THE BEST PEOPLE FOR YOUR COMPANY?

*Companies with engaged and motivated employees are 20% more productive and profitable than their competitors. MPA helps you to hire the right employees for the job.*

## ABOUT MPA

The Master Person Profile (MPP) is the cornerstone of the Master Person Analysis (MPA), supported by an opportunity to identify critical job *Criteria*. The MPA is suitable for use with employees at all levels across a range of applications:

- + Selection
- + Individual development
- + Leadership development
- + Outplacement
- + Talent management
- + Organisational development

The nine basic properties are subdivided into three main areas, each embracing three properties.

## EGO DRIVE

- A: Achievement Orientation
- B: Self-assertion
- C: Use of Energy

## SOCIAL BEHAVIOUR

- D: Emotional Control
- E: Social Contact
- F: Confidence/Trust

## WORK STYLE

- G: Attention to Detail
- H: Security
- I: Abstraction Orientation

## TEST DESIGN

The MPP questionnaire consists of 160 items, arranged in question groups of four items each. Each question group tests four basic properties. It takes approximately 20-30 minutes to complete the test. The result is presented in a feedback report that presents the test taker's person profile with the 9 basic properties.

The MPP questionnaire is quasi-ipsative. The quasi-ipsative format is used in occupational settings to make the test harder to fake. In addition, result distortion as an outcome of personal answering patterns is avoided.

## TEST POLICY

Using MPA requires all test users to be certified by Master. MPA is a refined tool which requires the use of structured methods to draw valid conclusions. This is why all users must be certified prior to using the test.

Testing procedures should always adhere to Master's best practice guidelines.

## LANGUAGES

MPA is presently available in Bulgarian, Chinese Mandarin, Croatian, Czech, Danish, Dutch, English, Estonian, Finnish, French, German, Hungarian, Italian, Mongolian, Norwegian, Polish, Portuguese, Romanian, Russian, Slovak, Slovenian, Spanish and Swedish.

## NORMS

There are country-specific norms for many countries. Please contact your local Master office to get the most updated information about current norms.

Norms for MPA are updated every 3 years. The latest norm update took place in November 2019. Data is obtained from test respondents from the working population (ages 18 – 70) from varying vocational and educational backgrounds and organisational levels.

In addition, MPA offers an International and an Asian norms.

## REVIEWS AND CERTIFICATIONS

- + British Psychological Society's Psychological Testing Centre (PTC) in 2019.

This certification applies to the English language version only and signifies that the MPA has been acknowledged with a quality stamp for meeting the industry standards for test quality - e.g. as defined by the British Psychological Society.



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## PSYCHOMETRIC PROPERTIES

The results presented next are from a selection of studies. A full description of all the studies can be found in the MPA documentation manual.

### RELIABILITY

Type	Result	Sample	Median
Cronbach's alpha	The test's internal consistency	N = 136	0.84
Test-retest	The test's stability	N = 121	r = 0.83
Equivalence reliability	Questionnaire format reliability	N = 136	r = 0.84

### VALIDITY

Type	Result	Sample	Median
Face validity	Proven by expert panel group evaluation		(Approved)
Content validity	The test thoroughly revised recently (latest revision)		(Approved)
Construct validity	MPP compared to the NEO PI-R	N = 112	r = 0.61
	MPP compared to the Gordon Personal Profile Inventory	N = 116	r = 0.75
	DIF examined with no significant DIF found		
Criterion validity	Correlation with performance on the job for managers/brokers	N = 111	R = 0.42
	Correlation with performance on the job for sales persons	N = 111	R = 0.42
	Correlation with performance on the job for counsellors	N = 45	R = 0.44