



**Hanna Scofield**

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**MPA**

**Feedback Report**

## Content

### MPA Master Person Analysis

#### Feedback Report

About this report

Your Person Profile

Closing Remarks

Selected Norms: International norm  
Year of Birth: 1960  
Country of Origin: Denmark

Time Used: 00:20:22  
Current Employment: Top management  
Educational Level: Academic Master degree

## 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.

### 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.

### 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

### 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.

### 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.

### Graphic Presentation

Your Person Profile is presented graphically as a placement 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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Selected Norms: International norm

Questionnaire Completed: 17/02/2012 14:51:38

Time Used: 00:20:22

## Your Person Profile

### EGO DRIVE

**A: ACHIEVEMENT ORIENTATION; describes how goals are primarily defined and achieved.**

<=	Outermost points	=>
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 Hanna Scofield: This score shows a preference for defining targets and results in a measurable and quantitative way. Persons with this behaviour will typically attempt to reach targets in a committed, speedy and impetuous manner. Perceived by most as highly competitive and target-oriented. Most often favours to work on short-term targets.

**B: SELF-ASSERTION; describes how influence is sought.**

<=	Outermost points	=>
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