

# MPA – Master Person Analysis



## Fact sheet

### About Master Person Analysis

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

### The 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 answer the test. The result is presented in the feedback report that shows how the test taker answers the basic properties.

The Master Person Profile 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.

### Psychometric properties

Studies presented next are just examples of studies. A full description of the studies can be found in the MPP documentation manual.

#### Reliability

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

#### Validity

			Median r
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	0.61
	MPP compared to the Gordon Personal Profile Inventory	N = 116	0.75
Criterion related validity	DIF examined with no significant DIF found		
	Correlation with performance on the job for managers/brokers	N = 111	0.42



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## 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 and are representative for the country. Norms consists of test candidates from the working population ages 18 – 70 from varying branches and organisational levels and with different educational back ground.

In addition MPA offers international and Asian norms.

## Languages

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

## Reviews and Certifications

The MPP has been reviewed and certified by the British Psychological Society's Psychological Testing Centre (PTC) in 2007 and Det Norske Veritas (DNV) in 2008. In addition, the MPP has been reviewed by Stiftelsen för Tillämpad Psykologi (STP) (Sweden) in 2002. The certifications mean that the test has been acknowledged with a quality stamp and meets the standards for test quality set by the EFPA (the European Federation of Psychologists' Associations).