



Name: D' Amico, Carlo Fabrizio
 Nationality: Italy
 Project:
 Purpose of the profile: Job application

Date of birth:
 Present position/occupation: (Unspecified)
 Position applied for: (Unspecified)
 Creation date: 11/17/2012

Ego Drive

+	-	T
---	---	---

Achievement Orientation	A									
Self-assertion	B							13	0	13
Use of Energy	C							7	1	6

Social Factors

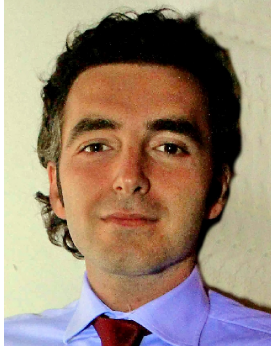
Emotional Control	D							8	1	7
Social Contact	E							11	0	11
Confidence/Trust	F							11	2	9

Work Style

Attention to detail	G							5	2	3
Security	H							10	1	9
Abstraction Orientation	I							5	3	2
Total								70	10	



MASTER PERSON ANALYSIS



Report for:
Carlo Fabrizio D' Amico

This report presents your Master Person Analysis results.

Its purpose is to accurately and clearly summarize your questionnaire replies.

Your test results will not stand alone, but will be used as a supplement to the other information collected in conjunction with this recruitment process.

You are always entitled to a verbal feedback, so there will be an opportunity to discuss the details of this report.

This report is private and confidential.

Feedback Report

INTRODUCTION



Following personal information has been registered

Name: Carlo Fabrizio D' Amico	Print date: 11/17/2012
Gender: Male	Employment level: Middle management
Date of birth: -	Highest education level: Academic (Master's Degree)
Nationality: IT	Position applied for: (Unspecified)

YOUR FEEDBACK REPORT

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.

PURPOSE: JOB APPLICATION

We want the right person for the right job. That is why we have invited you for this test process, so that we can get a more objective and insightful impression of you. This impression will supplement the other information that you have provided about your qualifications, experience etc.

ETHICAL CONSIDERATIONS AND YOUR RIGHTS

None of the results are to be considered somehow "right" or "definitive", but should always be assessed on the basis of the tasks to be solved in a specific job. You are entitled to a feedback, in which you may discuss in detail your response to the MPA certified feedback provider. In your case the feedback provider is Erik Svaneborg. Your feedback provider can answer the questions you may have about this feedback report. During the feedback, you are informed of the process of which your results are a part and how the results will be used in that process. You should also be told who will be made privy into whatever insights your test reveals as well as your rights to see and comment on the result.





Name: Carlo Fabrizio D' Amico	Print date: 11/17/2012
Selected norm: INT	Date completed: 11/17/2012
Time used: 00:12	

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.

Information about your proficiencies and abilities cannot be described with this Person Profile.

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%
-----	-----	-----	-----	-----

Beneath the five scoring boxes the placings for the far left and far right box will be described as well as your specific score.

ACCURACY OF REPORT

Your preferred behaviour at work may change over time and are partially dependent on the work circumstances. If it has been a while since you last took the test, you should consider whether the contents of this report still apply.

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 how honestly and spontaneously you replied.

Feedback Report

MASTER PERSON ANALYSIS



Name: Carlo Fabrizio D' Amico	Print date: 11/17/2012
Selected norm: INT	Date completed: 11/17/2012
Time used: 00:12	

EGO DRIVE

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



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 Carlo Fabrizio D' Amico: This score shows a preference for defining targets and results in both qualitative and quantitative terms. Persons with this behaviour will often focus on the goal as well as ensure how to get there. Typically perceived as a person who weighs the pros and cons of the target, and the time it takes to reach it. Thrives best with achievable targets when sufficient time is given to guarantee the process.

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



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 self-confidence.

Presentation of Carlo Fabrizio D' Amico: 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. Insists upon having a contributory influence.

C: USE OF ENERGY; describes how energy is usually used.



Typically prioritises a few, simultaneous jobs. Works persistently and consistently. Prefers a relaxed working pace, without sudden interruptions.

Starts on new activities with enthusiasm. Numerous simultaneous jobs are preferred. Perceived as enterprising, intense and impatient. Thrives in a hectic environment.

Presentation of Carlo Fabrizio D' Amico: This score describes a person who usually initiates new activities without losing focus on ongoing assignments. Persons with this behaviour will typically be perceived as active with good prioritisation of time and effort. Thrives well at a varied work pace that allows time to adjust pace to assignment.



Feedback Report

MASTER PERSON ANALYSIS



Name: Carlo Fabrizio D' Amico	Print date: 11/17/2012
Selected norm: INT	Date completed: 11/17/2012
Time used: 00:12	

SOCIAL FACTORS

D: EMOTIONAL CONTROL; describes how persons prefer to show and use their feelings.



Usually exhibits feelings openly and temperamentally. Gets involved emotionally. Is committed and easily affected by ambience and situations.

Emotionally self-controlled. Seldom shows feelings. Generally takes a rational approach to his/her environment and the job. Considered carefree.

Presentation of Carlo Fabrizio D' Amico: This score typically describes a person who freely expresses emotions, while being sensitive to the feelings of others. Such a person picks up on the ambience of place without allowing it to dominate. Perceived as emotionally stable and well balanced. Thrives best with a work environment that provides for both the individual and the task in hand.

E: SOCIAL CONTACT; describes how much contact persons want to have with others.



Prefers to work in smaller groups. Takes few initiatives to make new contacts and can appear reserved. Thrives best working autonomously.

Prefers the company of others. Actively seeks out new contacts. Sociable and outgoing. An easy communicator.

Presentation of Carlo Fabrizio D' Amico: The score on this property describe persons who prefer the company of others. They are typically active in seeking out new contacts and spend an amount of time doing so. Perceived as social and outgoing, and communicate well with others. Thrives best with a lot of social activity, which allows for making new contacts.

F: CONFIDENCE/TRUST; describes how persons typically show confidence and trust in others.



Often behaves with caution and scepticism towards others. Generally direct and straightforward in approach. Assertive and faces conflicts head-on.

Usually considerate and tolerant of others. Typically avoids conflicts to preserve good relations. Accommodating and trusting.

Presentation of Carlo Fabrizio D' Amico: This result describes persons who usually think the best of others and their motives. Typically acts considerately and tolerantly towards others. Generally tries to avoid conflict and maintain good social relations and may have difficulties being assertive. Can be perceived as accommodating and tolerant. Thrives best in an environment that attaches importance to harmony.





Name: Carlo Fabrizio D' Amico	Print date: 11/17/2012
Selected norm: INT	Date completed: 11/17/2012
Time used: 00:12	

WORK STYLE

G: ATTENTION TO DETAIL; describes persons' preferred approach to work duties.



Primarily works with broad perspectives, the big picture. Details and routines are generally ignored. Preserves an overview.

Typically works meticulously and diligently. Prefers getting into the details. Has a great sense of responsibility.

Presentation of Carlo Fabrizio D' Amico: A person with this behaviour typically prefers to work with totalities, although aware of the importance of detail. 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. Thrives best with job variation. You have provided several answers on both sides of this property. This is indicated with an ellipse above. It often means that behaviour varies and is adaptive to the situation. This will be discussed in the feedback.

H: SECURITY; describes how persons prefer to make decisions.



Prefers to make quick and spontaneous decisions, which may be changed later. Is willing to take chances. Usually quick to act.

Usually acts only after careful consideration. To safeguard against errors all sides of a case will be examined before reaching a decision.

Presentation of Carlo Fabrizio D' Amico: This score reflects a preference for exhibiting caution and will typically closely consider and thoroughly think through an issue before reaching a decision - at the cost of spontaneity. Others can experience these persons' decision-making processes as drawn out, and others often encounter a reluctance to take chances. Thrives best when allowed to make the right decision.

I: ABSTRACTION ORIENTATION; describes persons' interest in development and new ideas.



Practically oriented and focuses on the concrete execution of the job. Typically gets things to work in practice based on given guidelines.

Development oriented and primarily focused on alternatives and new ideas. Thinks and discusses willingly the theoretical and abstract level.

Presentation of Carlo Fabrizio D' Amico: This result typically describes persons who prefer to work on concrete assignments. They primarily focus on getting things to work in practice, within given guidelines. Willingly leaves development and innovation to others. Perceived as a practical person who focuses on solutions. Thrives best when job guidelines are in place. You have provided several answers on both sides of this property. This is indicated with an ellipse above. It often means that behaviour varies and is adaptive to the situation. This will be discussed in the feedback.

Feedback Report

MASTER PERSON ANALYSIS



Name: Carlo Fabrizio D' Amico	Print date: 11/17/2012
Selected norm: INT	Date completed: 11/17/2012
Time used: 00:12	

CLOSING REMARKS

We hope that this reporting of your answers given has been meaningful to you and offered you a more clear understanding of yourself. In case you do not recognize yourself in this report, it is important that you inform your feedback provider.

ABOUT THE TEST PROVIDER

Master Management delivers assessments to provide information on individuals and groups in occupational settings. Information is handled ethically to secure the best match between the individual and the company. We believe in ethics to ensure a constructive dialogue for both individual and company.

DISCLAIMER

Master Management does not guarantee that results or content has not been changed after being generated using Master Management software. Master Management is not liable for any direct or indirect loss and/or damage as a consequence of the use of this report, including loss and/or damage caused by disclosure of information contained herein. Only persons certified by Master Management may apply the tools from Master Management.

YOUR NOTES:

