



MPA CRITERIA

Define MPA's properties for the selected job. Prioritise these as high, medium or low. High priority properties are important to be successful in the job.

<p>A: Achievement Orientation describes how goals are primarily defined and achieved. X</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Long time horizons Defines objectives and results qualitatively Considers priorities thoroughly Focus on the process</p> </div> <div style="width: 45%; text-align: right;"> <p>Short time horizons Defines objectives and results quantitatively Avid competitor Goal oriented</p> </div> </div> <div style="text-align: center; margin: 10px 0;"> <p><i>Use the mouse to draw the desired interval for this scale</i></p> <p style="text-align: right;">Show help</p> </div>	<p style="text-align: center;">Priority</p> <div style="text-align: center;"> <p>High</p> <p>Medium</p> <p>Low</p> </div>
<p>B: Self-assertion describes how influence is sought. X</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Seldom expresses own opinions Hands over control Reticent Adapts to the group Listening</p> </div> <div style="width: 45%; text-align: right;"> <p>Pushes through own opinions Takes control Dominating Seeks to influence Great clout and impact</p> </div> </div> <div style="text-align: center; margin: 10px 0;"> <p><i>Use the mouse to draw the desired interval for this scale</i></p> <p style="text-align: right;">Show help</p> </div>	<p style="text-align: center;">Priority</p> <div style="text-align: center;"> <p>High</p> <p>Medium</p> <p>Low</p> </div>
<p>C: Use of Energy describes how energy is usually used. X</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Persevering Calm working environment Focus on task in hand Prioritises own energy Few tasks at a time</p> </div> <div style="width: 45%; text-align: right;"> <p>Forced and impatient Hectic work environment Enterprising Dynamic Many tasks at a time</p> </div> </div> <div style="text-align: center; margin: 10px 0;"> <p><i>Use the mouse to draw the desired interval for this scale</i></p> <p style="text-align: right;">Show help</p> </div>	<p style="text-align: center;">Priority</p> <div style="text-align: center;"> <p>High</p> <p>Medium</p> <p>Low</p> </div>
<p>D: Emotional Control describes how persons prefer to show and use their feelings. X</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Freely expresses emotions Becomes emotionally involved Affected by ambience and situations Often worries Temperamental</p> </div> <div style="width: 45%; text-align: right;"> <p>Seldom exhibits own feelings Focuses on business Rational Nonchalant Emotionally controlled</p> </div> </div> <div style="text-align: center; margin: 10px 0;"> <p><i>Use the mouse to draw the desired interval for this scale</i></p> <p style="text-align: right;">Show help</p> </div>	<p style="text-align: center;">Priority</p> <div style="text-align: center;"> <p>High</p> <p>Medium</p> <p>Low</p> </div>
<p>E: Social Contact describes how much contact persons want to have with others. X</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Prefers working independently Socially hesitant Withdrawn Prefers small groups Focuses on existing relationships</p> </div> <div style="width: 45%; text-align: right;"> <p>Prefers working with other people Active in making new contacts Talks to everyone Extremely sociable Creates many new contacts</p> </div> </div> <div style="text-align: center; margin: 10px 0;"> <p><i>Use the mouse to draw the desired interval for this scale</i></p> <p style="text-align: right;">Show help</p> </div>	<p style="text-align: center;">Priority</p> <div style="text-align: center;"> <p>High</p> <p>Medium</p> <p>Low</p> </div>
<p>F: Confidence/Trust describes how persons typically show confidence and trust in others. X</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Is reserved and sceptical of others Speaks out Does not shy away from conflicts Speaks his mind and is very direct Critical</p> </div> <div style="width: 45%; text-align: right;"> <p>Accommodating and trusting Difficulty in speaking out Shies away from conflicts Considerate Tolerant</p> </div> </div> <div style="text-align: center; margin: 10px 0;"> <p><i>Use the mouse to draw the desired interval for this scale</i></p> <p style="text-align: right;">Show help</p> </div>	<p style="text-align: center;">Priority</p> <div style="text-align: center;"> <p>High</p> <p>Medium</p> <p>Low</p> </div>
<p>G: Attention to Detail describes persons' preferred approach to work duties. X</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Holistic approach Overview Delegates routine tasks Variation</p> </div> <div style="width: 45%; text-align: right;"> <p>Attentive to detail Thorough Takes on routine tasks Immerses self in tasks</p> </div> </div> <div style="text-align: center; margin: 10px 0;"> <p><i>Use the mouse to draw the desired interval for this scale</i></p> <p style="text-align: right;">Show help</p> </div>	<p style="text-align: center;">Priority</p> <div style="text-align: center;"> <p>High</p> <p>Medium</p> <p>Low</p> </div>
<p>H: Security describes how persons prefer to make decisions. X</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Short decision-making processes Takes chances Spontaneous Numerous and quick decisions Willing to act quickly</p> </div> <div style="width: 45%; text-align: right;"> <p>Long decision-making processes Fail-safe decisions Thorough consideration Takes time to reach the "right" decision Reluctant to act quickly</p> </div> </div> <div style="text-align: center; margin: 10px 0;"> <p><i>Use the mouse to draw the desired interval for this scale</i></p> <p style="text-align: right;">Show help</p> </div>	<p style="text-align: center;">Priority</p> <div style="text-align: center;"> <p>High</p> <p>Medium</p> <p>Low</p> </div>
<p>I: Abstraction Orientation describes persons' interest in development and new ideas. X</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Practical and concrete Gets things done Thrives when job guidelines are in place Traditional methods Usual practice</p> </div> <div style="width: 45%; text-align: right;"> <p>Abstract and theoretical Contriving Challenges guidelines Untraditional methods Focus on alternatives and new ideas</p> </div> </div> <div style="text-align: center; margin: 10px 0;"> <p><i>Use the mouse to draw the desired interval for this scale</i></p> <p style="text-align: right;">Show help</p> </div>	<p style="text-align: center;">Priority</p> <div style="text-align: center;"> <p>High</p> <p>Medium</p> <p>Low</p> </div>