

# METIS

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TESTREPORT



**MPA** (31/03/2017)

+ Profile Report

+ Feedback Report

# PROFILE REPORT

anna.andersen@newline-hr.com

Time Used: **00:25:53**  
Country of Origin: **Denmark**  
Year of Birth: **1960**  
Employment: **Self-employed**  
Education: **Vocational Technical**

SELECTED NORM: International norm

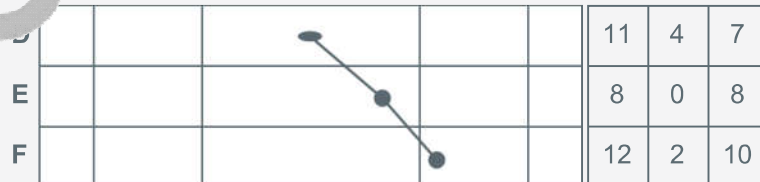
### EGO DRIVE

Achievement Orientation  
Self-assertion  
Use of Energy



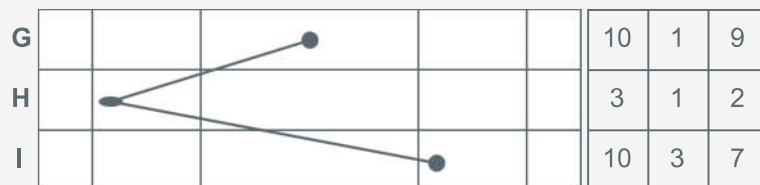
### SOCIAL FACTORS

Emotional Control  
Social Contact  
Confidence/Trust



### WORK STYLE

Attention to Detail  
Security  
Abstraction Orientation



65 15

## 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.

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### 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.

### 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 with 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 similar to 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.

### GRAPHIC PRESENTATION

Your Person Profile is presented graphically as a dot in one 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% |
|-----|-----|-----|-----|-----|

### 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.

Selected Norm: **International norm**

### 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.

## 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 Anna Andersen: 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



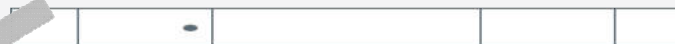
Prefers to go along with others' opinions rather than promoting his/her own. Usually reticent and attentive. Prefers to hand over control to others.

Strives to gain influence with tremendous impact. Tries to impose his/her opinions. Usually handles situations with great determination and self-confidence.

Presentation of Anna Andersen: Persons with a score of 2 on this may express their own opinions and attitudes, but accept those of the group. Are mainly listeners who more often hand over control to others. Perceived primarily as slightly reticent, also without seeking any great influence. Thrives with influence but only within the group.

## 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 Anna Andersen: This score describes a person who often gears energy towards a few tasks at a time. Persons with this preference favour a moderate work pace that allows time to work resolutely on the job in hand. Sensitive to sudden interruptions. Seldom takes the initiative for new activities.

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.