

Sample MPA Chart and Report

PROFILE
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KEY FEATURES AND RECOMMENDATIONS

	% of total initiative	Extent of interaction initiative	
		Sharing	Private
Investigating	22	<i>Versatile</i>	
ATTENTION		55%	55%
Exploring	8		
Determining	4	<i>Neutral</i>	
INTENTION	19		
Evaluating		30%	30%
Timing	25	<i>Private</i>	
COMMITMENT			75%
Anticipating	22	40%	
Assertion/ Perspective ratio	51:49		
Loading on a 10 point scale	5-6		
Identifying	High		

Your preference is to allocate nearly half your initiative (47%) to the Commitment stage of decision making, with average initiative (30%) in the Attention stage and least (23%) in Intention. You approach decision-making primarily to get things done and to progress to the next stage. Actions will be based on focused Attention and clarity of Intention, and plans implemented with a real concern for practicability and consequences.

At the Commitment stage you combine strong initiatives in Timing (25%) and Anticipating (22%). This allows you to link short term opportunities with longer-term goals. Having time priorities and a program that can be flexibly adjusted is important to you. This is particularly the case, since your privacy in interaction in Commitment inclines you to prefer to operate at your own pace rather than to synchronize implementation efforts with others. This capacity for independent action can be an asset, especially in situations where you have to authority to move forward when ready.

At the Attention stage you emphasize Investigating (22%) over Exploring (8%). You pay careful attention to detail and method, preferring not to be distracted by anything that might prevent your being prepared in the analytical sense. There is a danger that you could take action without considering a wide enough range of information. Your versatile style of interaction at this stage gives you the capacity to function independently and interdependently. Use this capacity to draw out ideas and information from colleagues who take a more exploratory approach.

At the Intention stage your moderate Evaluating (19%) gives you the capacity to be realistic about issues and needs. You prefer to establish priorities based upon your own sense of what is and is not important. With low Determining (4%) you have little natural compulsion to force an issue, and you may have difficulty in making a stand for what you believe is right or necessary. This difficulty may be compounded by a neutral style of interaction, which inclines you let others express their opinions without your responding with a persuasive counter-argument. When sheer persistence and effective argument is needed, seek the support of more determined colleagues whose assertive strengths will complement your evaluating perspectives.

High Identifying inclines you to a spontaneous readiness to respond and become involved; thus others will find you to be an approachable colleague. Your moderate Loading (5-6) suggests that you will be most effective when you can control your workload so as to complete some projects before taking on more.