

MAP – Feedback Script

General Guidelines

- Make sure that you will be able to hold the session undisturbed
- Ensure that you have enough time for the feedback session
- Adopt an empathetic and non-judgmental approach
- Describe the result in a neutral and objective way
- Ask the candidate questions to make sure he/she has understood the content.

Introduction

1. Explain the **purpose** and **time frame**, e.g.
 - This test is one part of the assessment for the position you have applied for.
 - This kind of test is an objective way to get to know you as a person.
 - Today we will have (this much) time for the feedback session.
2. What was **your experience** completing the test?
 - Have you done anything similar before?
3. The test you have completed is called MAP (Measuring and Assessing Individual Potential). MAP is a personality inventory which provides a measure of personality and fundamental traits, where research has shown that we (humans) differ from one another. Our traits are expressed on a daily basis and affect our behavior and how others perceive us. Depending on our personality composition we will experience some things as easier and more natural and other things as more challenging. **There is no right and wrong** regarding personality.
4. The test is based on the Five-Factor Model (the most widely supported model of personality in psychology today) and examines five different personality dimensions. I will describe each one in turn and explain how they are expressed across the full range of the scale. After that, I'll describe how **you have rated yourself** and invite your reflections on it. How does that sound?
5. Your results are compared with a norm group. That means that your responses are analyzed in relation to how others have answered the same questions.
(You may want to illustrate this with a normal distribution curve and explain that most people score around the average, while some stand out more clearly - in both directions. Feel free to use examples such as height or shoe size)
6. Your results will only be seen by (name who)
7. Do you have any questions so far?

The Scales

Repeat the following for the five MAP scales (You can use interpretation guide for the scales):

The first scale concerns ... (read from interpretation guide).

- People who rate themselves on one side of the scale tend to... (describe low scores and emphasize both positive and negative aspects).
- People who rate themselves on one side of the scale tend to... (describe high scores and emphasize both positive and negative aspects)

- **Based on your responses** when you completed the test, you have received a score that is more towards...(the first description/in the middle/the latter description).
- Others that have similar results to yours are usually described as... (Describe the results by using the interpretation guide or the report)

- What are your thoughts on that? (Ask the candidate for examples)
- How does others see this side of you? How is this side of you expressed?

- **The next scale concerns...** (proceeds to the next scale)

- (When you have given feedback on all scales)
Do you have any questions or is there anything that feels unclear regarding your results on this test?

Conclusion

- Do you have any final questions before we finish?

- In summary, your test results indicate that you are a person who is... (summarize strengths and areas for development), and I now have a clearer picture of you in relation to the assessment we are conducting for the position as (job title)

- Conclude the session by describing the next steps in the selection process.