



MAP – Script for feedback

Introduction Welcome and thank you for completing the MAP personality test. The purpose of this conversation is to review your results and reflect on how your personal preferences and working style typically come to expression in work-related contexts. The feedback session will last approximately ____ minutes.

During the session, we will go through your results, and I will ask a few questions to gain a better understanding of the work situations and experiences that form the basis of your responses.

There are no right or wrong profiles in MAP. The results highlight some typical tendencies in the way you work, collaborate, and handle tasks.

- Have you previously completed similar tests?
- How did you experience this?

About MAP MAP is a personality assessment based on the Five-Factor Model. The model consists of five overarching personality factors:

- Extraversion
- Agreeableness
- Conscientiousness
- Emotional Stability
- Openness

Each factor consists of several facets that describe different aspects of personality.

Your results are compared with a norm group. This means that your responses are evaluated in relation to how others have answered the same questions.

The results are distributed as follows:

- 23% will be below average
- 54% in the average range
- 23% above average

Review the factors and facets.

1. **Extraversion** *measures sociability and the desire for social connections*

- How do you experience getting the most energy in your work?
- What role do social relationships play in your well-being and motivation at work?
- How do you typically contribute in situations where several people are working together on a task?

Social need

- How important is it for you to have many social interactions during a workday?
- For which types of tasks do you prefer to work closely with others rather than independently?
- How do you build relationships in a new team?



Social image

- How do you present your ideas or viewpoints in a group?
- What do you do if a discussion in a meeting comes to a halt?
- How do you handle situations where you have to speak in front of many people?

Work pace

- How do you organize your work during periods with a high number of tasks?
- When has your work pace been an advantage in your job?
- How do you prioritize when the pace and demands are high?

Risk-taking

- When was the last time you made a decision where the outcome was uncertain?
- How do you assess when it makes sense to take a chance at work?
- What do you do if you see an opportunity but do not have all the information?

Cheerfulness

- How do you contribute to the atmosphere in a team or workplace?
- When has humor or positive energy helped in a work situation?
- How do you handle situations where the energy in a team is low?

2. Agreeableness *assesses how a person interacts socially*

Overall questions:

- How do others typically describe your way of collaborating?
- How does your level of trust in others influence the way you collaborate?
- How do you handle situations where there are differing interests within a team?

Trust

- How do you build trust with your colleagues?
- When have you had to rely on someone else's judgment?
- How do you react if a colleague does not live up to your expectations?

Diplomacy

- When have you needed to phrase a message in a particularly considerate way?
- How do you give feedback to a colleague when something is not working optimally?
- How do you handle situations where you disagree with a colleague?

Helpfulness

- When was the last time you helped a colleague with a task?
- How do you prioritize between your own tasks and helping others?
- What motivates you to support others in their work?

Compassion

- How do you notice if a colleague is not thriving?
- To what extent are you emotionally affected by other people's problems?
- How do you react if a colleague is stressed or frustrated?

Conflict aversion

- When do you compromise on your own viewpoints to avoid conflict?
- How do you handle conflicts between colleagues?
- When have you had to take a difficult conversation at work?

3. Conscientiousness *assesses how tasks are approached*



Overall questions:

- What characterizes your way of planning your work?
- What drives you to persist with a task when you encounter resistance?
- When do you feel a particular sense of responsibility for the outcome of a task?

Accountability

- To what extent do you feel the need to ensure that tasks are completed correctly?
- When have you taken extra responsibility for a task or project?
- How do you react if a task does not develop as planned?

Structure

- How do you plan and organize your tasks during a busy period?
- What methods do you use to maintain an overview of your work?
- When has your structure been crucial for achieving a good result?

Ambition

- What goals motivate you the most in your work?
- When have you set yourself a particularly ambitious goal?
- How do you work on your professional development?

Self-discipline

- How do you maintain focus on a task that requires persistence?
- When have you completed something that required a special effort over a longer period of time?
- How do you handle tasks that you do not find particularly motivating?

Decision making

- How do you make decisions in complex situations?
- When have you had to make a quick decision?
- How do you ensure that your decisions are well-considered?

4. Emotional Stability *measures the extent to which someone reacts emotionally*

Overall questions:

- How do you typically react in situations with high work pressure?
- When have you experienced a particularly demanding situation at work, and how did you handle it?
- How does stress or uncertainty affect the way you work?

Unconcern

- How do you respond when uncertainty arises about a task?
- When have you experienced a situation where others were worried, but you remained calm?
- How does making mistakes affect you?

Mood stability

- What can influence your mood at work?
- When have you experienced a frustrating situation, and how did you handle it?
- How do you ensure that your mood does not affect your collaboration with others?

Confidence

- In which types of tasks or work environments do you feel most or least confident?
- Can you give an example of a situation where you doubted your abilities — and how you handled it?



- How do you react to feedback or criticism from others?

Self-control

- How do you react in situations where you feel frustrated or pressured?
- When have you had to hold back a spontaneous reaction?
- How do you handle conflicts where emotions may run high?

Stress tolerance

- How do you manage periods with many deadlines and high workload?
- When have you worked under significant pressure, and how did you maintain an overview?
- What do you do to ensure that stress does not affect the quality of your work?

5. Openness *measures overall openness to change*

Overall questions:

- When was the last time you changed your way of working after gaining new knowledge?
- How do you stay curious and professionally updated in your work?
- What types of tasks do you find most interesting to work with?

Imagination

- When have you come up with a new solution to a problem in your work?
- How do you approach developing new ideas?
- What do you do when a task requires you to think differently?

Aesthetics

- How do you work with quality and presentation in your deliverables?
- When have you placed particular emphasis on the design or form of your work?
- What does visual quality mean to you in a professional context?

Self-reflection

- Can you give an example of a situation where you reflected on your own reaction — and what you learned from it?
- How do you reflect on your own strengths and development areas?
- How do you learn from mistakes or challenging situations?

Variety

- How do you feel about new tasks or changes in your work?
- When was the last time you actively sought out new challenges at work?
- What do you do to develop your working methods?

Mindset

- How do you typically approach a complex problem?
- To what extent do you challenge your own views and assumptions at work?
- How do you actively seek new knowledge or perspectives to develop your way of thinking?

Finish the conversation with reflection questions:

- What in your MAP profile do you recognize the most from your work?
- Was there anything in the results that surprised you?
- How do you think your strengths can be applied going forward?