



Feedback Script



General Guidelines for Feedback Sessions:

- Ensure that you can sit undisturbed
- Allocate sufficient time for the feedback
- Adopt an empathetic and non-judgmental approach
- Describe results in a neutral, non-evaluative manner
- Ask questions to ensure that the candidate understands

Introduction:

1. Explain the purpose and time frame;
 - You have completed the assessment because...
 - We have this much time for our feedback.
 - How did you find completing the assessment?
 - Have you done something similar before?
2. -The assessment you've completed is called MAP. **It examines personality and fundamental traits that are different from individual to individual, as established by research. Our traits are present in our everyday life and affect how we behave and how others perceive us.** There are no right or wrong traits. Depending on who we are, there will be behaviors that come more natural to us, and other behaviors that we perceive as more challenging.
3. - By using your scores from the MAP test, we can also measure your extreme sides in the tool called MAP-X. **The result on MAP-X reflects more extreme behaviors and their potential harm in work related contexts.** Based on results from thousands of people worldwide, we have identified 10 behavioral profiles that run from each pole on the five personality scales in MAP. We'll talk more about these behavioral profiles in just a moment.



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4. - I should also mention that your results are compared to an international norm group. This means that your answers are analyzed in comparison to what others have answered to the same questions. (If you wish, draw a Bell curve of the normal distribution and explain that most people get results within the average and then there are those who significantly differ from others in both directions. Provide examples such as the average height of men/women in your country.)
5. - Only...(mention who) will have access to your results on this report.
6. - Do you have any questions so far?

Scales in MAP X

Repeat the following for each of the five scales in MAP X (using the cheat sheet or report):

- The first scale is about... (Read aloud from the cheat sheet).
- Individuals who score on one end of this scale... (**Describe the extreme on the left**).
- Individuals who score on the other end of the scale... (**Describe the extreme on the right**).
- Based on how you answered the test, you scored more towards (**high risk left/moderate risk/high risk right**). Others who have answered similarly to you are typically described as... (Describe using the definition associated with the result in the report).
- What do you think about that?
- How does this side of you show up? (Feel free to ask the candidate to give an example)
- **The next scale is about... (Move on to the next scale).**



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(After all scales)

- **Do you have any final thoughts or is there anything that is unclear about your results?**

Conclusion

- Do you have any questions before we conclude?
- In summary, the results from the assessment show that you are a person who is... (Summarize), and now I also have a better understanding of how you perceive this.

(Explain how the process - selection, coaching, etc. - will proceed).