

MAP – Outline for Candidate Feedback

General Guidelines

- Make sure that you will be able to hold the feedback 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
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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. - MAP explores five main aspects of personality. These main aspects are represented by **five scales** (each scale also has five subscales).
5. - To start with I will describe a scale and how it can be expressed in terms of behaviors (from one end of the scale to the other).
 - Then I will ask you to **rate yourself** on that particular scale. How does that sound?
6. - I should also tell you that your results are compared to a **norm group** that represents the Swedish working population. This means that your responses on the test are analyzed in comparison with the responses of other people. (Draw the normal distribution curve and explain that the majority rate themselves within the average zone and some people differ from average by being on the lower or the upper end of the scale. You can also illustrate this with an example e.g. how average height/ foot size is distributed.).
7. - Your results will only be seen by (name who)...
8. - Do you have any questions so far?

The Scales

Repeat the following for the five MAP scales (You can use the short cheat sheet for the scales):

- **The first scale concerns...** (read from the cheat sheet)
- 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 the other side of the scale tend to... (describe the high scores and emphasize both positive and negative aspects).
- How would you rate yourself on this scale?
- Based on your responses when you completed the test you have received a score that is... (more towards the first description/in the middle/more towards the latter description).
- Others that have similar results to yours are usually described as... (Describe the results by using the cheat sheet or the report).
- What are your thoughts on that? (Ask the candidate for examples)
- How do others see this side of you?/How is this side of you expressed?
- **The next scale concerns...** (proceed 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?
- To summarize today's session your result indicate that you are a person with the following strengths and possible development areas...(summarize identified strengths and development areas) and I have also received a good understanding of your views on your results on MAP.

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