



The CeoInternational.com

Career Tests: MCA

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CeoInternational.com offers two career tests:

- 1. MCA:** *the Management Competence Assessment is contained in our job-matching system; it can also be bought separately by companies for the assessment of the competence development status of their management, for training needs assessment and as foundation for succession planning.*
- 2. PAM:** *assesses Personality, Ability (Aptitude) and Career Motivation; this test is for sale to companies and private persons.*

Applicants will get scientifically founded information about themselves and their best career paths as well as suggestions for competence improvement.

With these two tests companies will gain an objective, unbiased, valid and reliable picture about an applicant instantaneously that is a fair and perfect basis for employment or promotion decisions.

This presentation is about the MCA test. Please read the following slides. Thank you.



What is MCA:

MCA scientifically assesses the suitability of a candidate for a defined job level and the ability to cope with the management culture of the career offering company.

The method allows matching the most suitable candidate with the most suitable vacancy.

MCA serves also as basis for successful career building. Test results also suggest assessment based management competence development needs and solutions for career advancement.

What is MCA (continued):

The MCA Test

is an internet-based assessment of Management Competences and is based on a management assessment instrument that was developed by the Management Competence Research Pool of the CEO Institute International. The test instrument achieves high reliability and validity values (> 0.8) for management positions.

The MCA Test

is the result of a continuous improvement and modernization of the original instrument to reflect the latest developments in Management Science and international Management Culture.

MCA is suitable for all managerial levels from Supervisors up to Directors and CEOs. Assessment results take also account of position competence requirements and expectations a company defines in the job profile.

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What does the MCA Test measure:

The MCA Test identifies strengths and weaknesses of a candidate in 20 management competence factors. The 20 competence factors in the four tested management competence areas of Leadership, People Skills, Entrepreneurship and Integrity are:

Leadership

- Self confidence
- Self-drive for Performance
- Influencing Others
- Leading as Role-model
- Involving Others
- Empowering Others
- Performance Management
- Development of Associates

People Skills

- People Focus
- Teamwork
- Cooperation
- Communication
- Conflict Management

Entrepreneurship

- Innovation
- Systematic approach
- Decision-making Attitude
- Change Readiness
- Handling Risk
- Target Focus

Integrity

- Integrity, Honesty

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How to do the assessment?

*Test persons are presented **162 questions describing general work situations** that have to be answered with the degree of agreement or disagreement.*

Test answers are measured against latest theory based competence weights in overall generic management behaviour and the result averages of all actual tests in the system (over 100'000). There is no time limit but approximately 40 minutes will be needed to answer all questions.

Tests can presently be conducted in English or Thai.

*Tests are analysed and administered centrally and **guarantee personal data protection**.*

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MCA Sample Question

MCA TEST

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- The MCA Test is a **FREE** Assessment of Your Management Ability Status.
- We guarantee your privacy and data protection: Your personal data and MCA results will only be used for career matching purposes and will only be communicated to interested firms after you have given us permission to do so.
- The MCA Results consist of obtained scores and of the result interpretation in four competency areas and 20 competency factors:

 **English**

0% completed

Question

If you were the person described in the statement below, please indicate whether you personally agree or disagree with this statement.

Projects that contain the risk of failure should be avoided.

I Strongly Disagree.

I Disagree to some extent.

I Agree to some extent.

I Strongly Agree.



Save & Next

Save & Quit

Quit

- You can quit the test at any time by clicking the "Save and Quit" button. When you want to continue with the test later on, simply click the MCA icon after having accessed your page. The system will bring you automatically to the question where you have left the test.

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Part of MCA Result Report

Results are immediately produced and e-mailed to the applicant only. The applicants alone decide whether they want to submit the detailed report to the job offering company. If a candidate does not allow us to submit the complete report, the company receives a brief global statement as to what degree the candidate has met the company's expectations. Companies are of course free to require from selected applicants directly to submit to them the full MCA report.



Career Excellence Organization International



MCA Test Result

Test taken: 2009-09-29

Dear Mr. Sino Swiss

Below are the results of your MCA (Management Competence Assessment) test. The results are grouped into the four Management Competency Areas: Leadership, Entrepreneurial Mentality, Cooperation and Conflict Behavior, Integrity. Each of these competency areas contain a number of Management Competency Factors. In each area and factor a total score of 100% can be achieved, thus the % given are your results for each of these. The results indicate where your strengths and weaknesses are with respect to the management level you aspire, and they should also give you some idea where you should improve, possibly by taking a course or training.

Should you like to get more profound information on your personal career fields and prospects, we recommend you to take the CEO Institute International Career PAM Assessment.

With this your application posting is complete. We will now match you with the most suitable jobs/careers in the market on a continuous basis. Following this we will always send you a detailed profile of matched jobs. You can then decide whether you want us to submit your CV to the job offering company or not. Please take note that we will submit your CV to a company only if you expressly allow us to do so by clicking the respective button at the bottom of the job offering.

We thank you for trusting CEO Institute International and we wish you all success for your career.

Sincerely,
Peter B. Grubermann, Ph.D.

Your MCA Result

Competency Areas and Factors	Score	Interpretation
Leadership - Influencing Others Persons strong in this factor are masters at inducing desirable responses in others; they are experts in designing effective tactics for persuasion.	0.00 %	It is advisable to strengthen the competences in respective management development or training programs before assuming a frontline management or supervisory position. For respective course information we recommend to consult the workshops published on our homepage www.ceointernational.com . The result indicates that skills in persuasion and influencing people still need quite some development for supervisory and management positions. This skill could be further developed in our leadership development program. Please consult the workshops published on our home page www.ceointernational.com .
- Leading as Role-model Desired results and traits can only be achieved if leaders themselves live up to the standards	0.00 %	The result indicates that this factor needs some more development for supervisory or

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