



# The CeoInternational.com

Career Tests: MCA







## 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.



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#### 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.

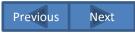
#### The MCA Test

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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# CEO Institute International

#### 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.

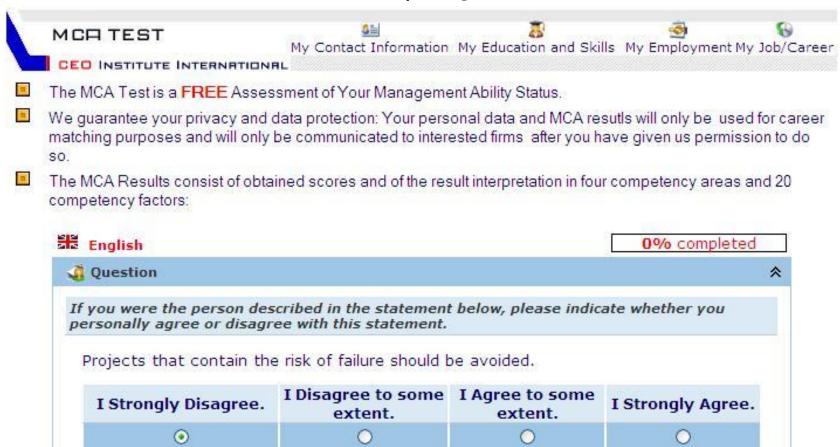
Tests can presently be conducted in English or Thai.

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





# MCA Sample Question



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

Save & Next | Save & Quit

MCA

page

# 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.



