

# MCPA™ FACTS

*I AM ABOUT TO EXPERIENCE A MODIFIED CAREER PATH APPRECIATION (MCPA™)*

## What is it?

**MCPA** is an acronym for **MODIFIED CAREER PATH APPRECIATION**. It is a two-part process – an initial internet based questionnaire followed by a 1-on-1 validation interview. A trained and accredited MCPA practitioner will contact you subsequent to receiving your internet-based questionnaire results to organise your validation interview.

The internet-based questionnaire is designed to explore your experience of work and the way in which you prefer to approach work. The validation interview (conducted telephonically if necessary) provides you an opportunity to reflect on your career, your aspirations, and the type of work that you find challenging and stimulating as well as those elements of work that frustrate and unnerve you!

The MCPA Practitioner arrives at an understanding of the type of work that will challenge and stimulate you at present (we refer to this as FLOW) as well as how this is likely to develop and mature with time.

In summary the MCPA process provides you and the company with information as to how you prefer to approach work and decision making as well as how this will change and develop, within the context of different themes of work, in the future. The MCPA process is founded on the principles of a theory called the Matrix of Working Relationships (MWR).

## Is it a test? Can a MCPA™ be passed or failed?

MCPA is not a test and therefore cannot be passed or failed. It is an “appreciative enquiry process” which provides you with the opportunity to explore your preferred approach work, what you enjoy and what kind of work you find challenging and stimulating. This allows for focused and valid future development.

## What is it used for?

MCPA is mostly commonly used as a Career Planning and Development tool. It’s many other uses include that of being a component of recruitment and selection- processes, succession planning and for personal and organisational development.

## When should a MCPATM not be used?

MCPA’s merely explore a small element of what makes up each individual. It should not be used in isolation for selection and promotion decisions and should always be integrated with complementary tools and information.

People are far too complex for us to be able to learn everything about one individual in one interview!

## Is the process fair and valid?

Research to date indicates that the MCPA is a valid, reliable, culture- and gender-fair process. In fact, feedback from the majority of people who experience a MCPA indicates that it is a most enjoyable process. An MCPA provides a framework or backdrop against which you can relate your experiences and draw meaning from them within the context of work.



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