

## MCPA - SCAN

### What is it?

The MCPA-SCAN is an online assessment that assesses an individual's:

- Current capability to manage complexity, ambiguity, and uncertainty
- Decision-making capability (operational through to strategic)
- Theme of Work where he / she will experience 'flow' and engagement
- Future potential

### Features and Process

- The MCPA-SCAN is derived from the full MCPA
- It is a semi-automated process
- Candidates complete an online questionnaire (approx. 1 hour)
- An MCPA practitioner reviews and finalises the result
- Current and future potential is reported on

### The MCPA - SCAN will be beneficial when you need to:

- Select the 'right people into the right roles'
- Select or develop junior to middle-management level employees
- Increase the level of flow and engagement in your organisation
- Create a platform for mentoring and career path management
- Develop talent pools for succession planning
- Enhance job and organisational performance
- Improve talent retention, job satisfaction and commitment

### Outputs of the MCPA - SCAN:

- Reports are made available to both organisations and candidates
- Reports are available after 24 hours
- Reports include current / future potential and developmental actions
- Feedback can be provided on request at an additional cost

### MCPA - SCAN versus the MCPA

Features	MCPA - SCAN	MCPA
Job Level Suitability	Junior – Middle Management	Senior / Executive
Online	√	√
Validation Required	X	√
Practitioner Judgement	√	√
Validity of Results	2 years	At least 10 years
Completion Time	Approx. 1 hour	2.5 hours
Transition Ages	X	√
Feedback Included	X	√
CLC provided	√	√
Mode provided	Broader indication of Potential	√
Work Experience Required Prior to Completion	Minimum 1 year	Minimum 5 years

For more information on the MCPA - SCAN or a free consultation please contact [info@bioss.com](mailto:info@bioss.com) or call 011 4502434.



### OTHER BIOSS SA PRODUCTS AND SERVICES:

CPA, IRIS, LPA, ORA, WRA, ELDI 360, PsyMetrics, Genie, MWR Job Profiling, Psychometric Assessments, Levels of Work Audits, Organisational Design, Flow and Engagement, Talent & Structural Analytics, Organisational Mapping, Mode Plots, Talent Pool Charting, Capability Balance Sheet, Assessment Centres, and Competency Design

For more information, contact BIOSS SA.

#### Contact BIOSS SA

##### Johannesburg Office (Operations)

Phone: +27 (0) 11 450 2434

Email: [info@bioss.com](mailto:info@bioss.com)

##### Cape Town Office (Accounts)

Phone: +27 (0) 21 782 9977

Email: [accounts@bioss.com](mailto:accounts@bioss.com)

[www.bioss.co.za](http://www.bioss.co.za)