

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	5 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 or call 011 4502434.



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