

# MCPA-SCAN

**“Unlock Potential, Identify Talent, Drive Success.”**

## What is the MCPA-SCAN?

The MCPA-SCAN is an on-line 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
- Readiness for upward or lateral career movements

## Features & Process

- The MCPA-SCAN is derived from the full MCPA
- It is an online, automated process
- Candidates complete an online questionnaire (approx. 2 hours)
- Automated scoring verified by practitioner
- Current and future potential is reported on

## 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

**The MCPA-SCAN is most suitable for operational roles - junior / middle managers**

## Benefits of the MCPA

**Unlock Potential. Elevate Performance. Drive Success.**

- ✓ **Precision Talent Placement** – Ensure the right people are in the right roles at every level.
- ✓ **Junior to Middle Management Development** – Identify and nurture junior to middle management talent.
- ✓ **Maximize Engagement & Flow** – Foster a high-performance culture where employees thrive.
- ✓ **Strengthen Succession Planning** – Develop robust talent pools for leadership pipelines.
- ✓ **Boost Performance & Retention** – Enhance job satisfaction, commitment, and organizational success.

