

# LPA

## ‘An Online Personality and Culture Assessment’

### What is the LPA?

The LPA is a comprehensive, online assessment tool designed to provide deep insights into an individual's personality, behavioural tendencies, and cultural alignment in the workplace.

Grounded in robust psychological theory and practical application, the LPA measures a wide range of traits relevant to professional success and leadership development.

This tool evaluates multiple core personality domains and dives into 29 detailed sub-dimensions to offer a nuanced understanding of how individuals think, interact, and lead within organisational contexts.

### Core Personality Areas Assessed:

- **Teamwork** – Roles, collaboration, cooperation, and interpersonal dynamics.
- **Work Styles** – Approach to structure, planning, attention to detail, and task orientation.
- **Personal Qualities** – Dominance, emotional resilience, impulsivity, persistence, affiliation, ingenuity, openness and energy.
- **Learning Styles** – Orientation, curiosity, and how individuals take in and apply new information.
- **Handling Conflict** – Approach to disagreements, and conflict resolution.
- **Managerial Style** – Leadership preferences, achievement motivation, and strategic orientation.

### LPA Features

- 6 behavioural assessments in one product
- 29 sub-dimensions are assessed
- Global norms available
- Create custom management themes
- Create required competencies
- Create required cultural themes
- Strong relationship with the MCPA
- Multiple automated reporting options
- Team analytics
- Culture analytics and fit
- Development guides available
- 100% online
- Approx. 30 - 40 to complete
- Used in organisations across the globe

### Benefits of the LPA

- Understand and analyse your management culture
- Improve employee, management, and executive selection
- Determine the reasons why management teams may be succeeding or failing
- Identify talent for promotion and succession purposes
- Promote effective career development
- Perform talent analytics on teams, departments, or your organisation as a whole
- Compare candidate against job / organisational requirements