



MAPP-J

Personality and Preferences Profiler

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Introduction to the MAPP-J Report

This report explores:

- * Personality/behavioural preferences – “types”
- * These types impact upon approach to people and tasks
- * Possible contribution to teams and developmental areas
- * Learning styles
- * Occupational choices

Feedback Guidelines

When exploring the profile with the respondent:

- * Emphasise that MAPP-J is a self-report questionnaire
- * Remind them it is not about ability - there are no rights or wrongs
- * Explain that no questionnaire is infallible - it is alright to disagree
- * Encourage a full, open two-way dialogue



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GCLA

Preferences:

Gregarious

Directs energy towards the outside world. Energised by social contact.

Concrete

Focuses more on the here-and-now than the future. Likes detail and things that are tangible rather than ideas.

Logic

Takes decisions based on logic and critical analysis. Focuses on objectivity rather than people considerations.

Adaptable

Prefers spontaneity and likes to keep options open. Less organised and structured.

The description that follows explores the learning and working environments that might be best for them, their approach to people and tasks and their areas for development. Remember, however, each person is unique: this report does not lock them into a particular category or box.

Approach to People

People with GCLA preferences are positive, enthusiastic, friendly, realistic and action oriented. They get on easily with other people and their love of life makes them fun company to be with. They are socially skilled and readily form new friendships and relationships.

Although they may develop insights into how others tick, their straight-talking approach may be seen as blunt and tactless. They put their emphasis on fact and logic and may overlook the impact of their style on others. If a relationship looks like going wrong or ceases to be useful and fun, the GCLA is likely to terminate it.

Generally open-minded and tolerant about others, GCLAs are also able to do and say difficult things at school/college/work. They are often the people who are brought in to deal with tricky situations such as the introduction of unpopular policies.

Approach to Task

GCLAs are not interested in theory or abstract ideas. They live in the here and now and are stimulated by activity and things that are practical and realistic. They are hands-on in what they do and may find it difficult to work in the world of vision and imagination. GCLAs need concrete examples rather than arcane ideas.



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Their love of action and spontaneity is not matched by a need for closure. GCLAs do things at the last minute. They tend not to plan ahead and be somewhat disorderly. However, they thrive on the thrill of getting away with it and turning in a result when others had given up on them.

Their decisions will be informed by logical analysis. They are unlikely to take account of the human side of the outcome. This is not because they are lacking in care for people, but simply that they regard feelings as irrational or irrelevant to the task in hand.

GCLAs are often to be found in occupations such as sales, marketing, leisure and construction.

Contribution to the Team

GCLAs are great networkers. They are resourceful wheeler-dealers who enjoy negotiating with, and influencing others. The same attributes deployed within the team can lead them to having a major impact on the views and objectives of the team itself.

They are likely to bend the rules, if need be - achieving their objective is all important so for them the ends will always justify the means.

Do not look to the GCLA for follow through, however. They crave action and loathe the dreary routine of dotting the “i”s and crossing the “t”s.

Developmental Hints

Their greatest limitation is that they lose interest in a task after the initial excitement of doing the deal. Others may perceive this as a lack of commitment. GCLAs need to recognise this and try to compensate for it, perhaps by ensuring that they have others around them who can provide the necessary degree of conscientiousness.



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Learning Style

As a **Gregarious** person, they will learn best if:

- They can discuss information with others
- They can ask questions
- They have active experiences
- They talk rather than write

As a **Concrete** person, they will learn best if:

- They can learn and memorise facts
- They can see practical outcomes
- They start with specifics then work out to the general
- They can work with concrete, practical problems

As a **Logical** person, they will learn best if:

- They can work on factual, scientific or technical topics
- They can get an answer to the question Why?
- They can criticise and challenge
- They feel that the way they are assessed is rational and objective

As an **Adaptable** person, they will learn best if:

- They have lots of projects to do at the same time
- They can be flexible and spontaneous
- They have deadlines that force them to get things done at the last minute
- There are surprises and new information to deal with

Occupational Choices

GLCA people are attracted to many careers including:
Sales Representatives, Marketing Personnel, Police / Detective Work, Paramedic / Emergency Medical Technician, Computer Technicians or Network Cables, Technical Support, Entrepreneurs, Athlete



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Strength of preferences:

Gregarious preference is moderate
Concrete preference is moderate
Logical preference is moderate
Adaptable preference is strong