



## MPI

### Management Potential Index

Identify your managers of the future yourself

Complete picture of strengths and risk factors

Objective and accurate assessment

Tailor-made selection questions

## Identify your managers of the future yourself

Using the online Management Potential Index (MPI), you can determine within 25 minutes whether a candidate has the potential to hold a management position. For a fraction of the price of an assessment centre, you receive an objective assessment of your candidate's management qualities. The report is immediately available and gives you independent expert advice. You know exactly what someone's strengths as a manager are. You also know about the risk factors of the candidate.

## Complete picture of strengths and risk factors

The MPI assesses six core competencies that every manager must have. In addition, it assesses potential in terms of three leadership styles: providing direction, coaching and entrepreneurial. The report provides a complete picture of the candidate's management potential. All of the information in the report is tailored to your candidate's specific characteristics. In addition, the report is clear, comprehensible and practical.

The Management Potential Index allows you to recognise **management talent**

# MPI

## Objective and accurate assessment

The MPI is based on the HFMtalentindex personality measurement. The HFMtalentindex personality measurement is a comprehensively validated test based on the Big Five model. Your online assessment system automatically translates the results of this test into the candidate's potential in terms of key management competencies. This translation is based on scientific research and HFM's organisational psychologists' many years of practical experience. The MPI therefore provides a reliable picture of your candidates' leadership qualities. The information provided is objective, accurate and substantiated.

## Tailor-made selection questions

Would you like additional support when conducting a selection interview? The MPI makes it possible to include selection questions in the report. For each competency, you are given a series of questions that you can immediately ask the candidate. It is practical and easy. The selection questions help you to conduct an effective interview about the relevant management competencies of your candidate. The questions are specifically tailored to the candidate's competency scores. You therefore conduct the selection interview in a more targeted way and establish more rapidly whether the candidate has the ability to hold a management position.

## Uses and benefits

### Selection

You want to be certain that you select the right candidate to fill a management position. The MPI shows whether the candidate has the management competencies required and which management style suits the candidate.

### Development

The MPI gives direction to the development of future managers by providing insight into their strengths and weaknesses. Customers of HFMtalentindex often use the MPI to select talented candidates for their management development programmes.

### Career and mobility

Does one of your employees aspire a management position? The MPI shows whether a management position would be appropriate for the employee. It therefore gives direction to the employee's career.

Would you like to know more about the MPI?  
[info@hfmtalentindex.com](mailto:info@hfmtalentindex.com)

### Overall management potential



### Directing



### Results-oriented



### Delegating



### Motivating

