



## **MSA® - How it is done**

### **What does the actual MSA® look like?**

The MSA® is completed online. All privacy regulations are strictly complied with and monitored.

To do an MSA®, an MSA consultant merely needs your e-mail address via which you will receive all access data required for the procedure. The online questionnaire comprises up to 138 items, depending on the version. You will need about 30 minutes to answer the questions. After receiving your answers and personal details I will immediately contact you to fix an appointment for a personal evaluation talk. Depending on the topic and background, this will last between 1.5 and 2.5 hours.

**Sample profile:**

Knowledge	intellectual	14 %	86 %	pragmatic
Honor	principled	80 %	20 %	purpose oriented
Power	leading, ambitious	49 %	51 %	guided
Status	elitist	16 %	84 %	down-to-earth
Order	structured		98 %	flexible
Material security	clinging	50 %	50 %	generous
Freedom	independent	39 %	61 %	team oriented
Relationships	sociable	45 %	55 %	reserved
Help / Care	caring	51 %	49 %	self-interested
Family	family-minded	35 %	65 %	self-centered
Idealism	idealistic	68 %	32 %	realistic
Acceptance	sensitive	61 %	39 %	self-confident
Competition	combative	98 %		harmonious
Risk	willing to take risks	74 %	26 %	unwilling to take risks
Eating	appreciative	45 %	55 %	frugal
Physical activity	sportive	65 %	35 %	comfortable
Sensuality	sensual	24 %	76 %	sober
Spirituality	seeks meaning in	47 %	53 %	rational