



## Information on MGS Profiling System

### Overview

Duet Consulting is licensed to administer the MGS (Management Growth Systems) Profiling System. This system is made up of three profiles:

- **Individual Profile** – used to enable people to discover the behavioural drives they use to achieve optimum work performance.
- **Job Profile** – provides a very practical way for an employer to determine exactly the kind of performance required from the job holder to achieve optimum results.
- **Comparison Profile** – used to make comparison between a person's Individual Profile and Job Profile, showing the degree of “match” or “mismatch”.

The **Profiling System** is based on the understanding that we are able to measure the requirements in a job and the performance of a person in relation to **four behavioural drives** as follows:

- **Independence (“I”)** – the drive to control your own destiny through making your own decisions (assertion)
- **Association (“A”)** – the drive to achieve your objectives by influencing others to act (people orientation)
- **Order (“O”)** – the drive to control your working environment by regulating others (systems-orientation)
- **Precision (“P”)** – the drive to set and meet high standards that will please others (perfectionism)

Based on Jung and Marsden, the **Individual Profile** and **Job Profile** questionnaires each consist of twenty-four questions. Both take no longer than **15 minutes** to complete. The Individual Profile is underpinned by over 10 million co-ordinates and almost four-hundred psycho-metrically sound and tested questions. The individual receives a computer-generated, objective report comprising of an easy to read graph and profile commentary.

There are **3 Individual Profile Charts** that are generated by the report:

- **Success Profile** – indicates the adjustments an individual is making to their basic drives to achieve success in the job
- **Pressure Profile** – indicates how people perform under pressure
- **General Profile** – indicates the performance most likely seen by others as it lies between the ideal and stress range of performance.



Profile data is discussed with the individual to ensure understanding and learning. We have found this process invaluable in helping individuals make the most of the data presented.

Profile data can also be reviewed at a team and organisation-wide level. This process aids in the understanding of needs and style differences. It also provides valuable data regarding organisational capability requirements

### **Applications**

The Profiling System provides constructive, accurate and credible data to help with a range of people related issues such as:

- **Staff Risk Management / Retention**
- **Recruitment and Selection**
- **Identification of Learning and Development needs**
- **Career and Succession Planning**
- **Role Clarity**
- **Stress Awareness and Management**
- **Performance Management**
- **Team Building**

### **Profiling Outcomes/Benefits**

- Enhanced self-awareness of individuals regarding behavioural drives.
- Buy-in by staff to their career / learning / development planning.
- More reliable matching of people to jobs.
- Uncovers data on an individual's natural attributes/strengths for use in succession/talent management.
- Uncovers data regarding concerns staff may have in relation to their work environment and provides data about staff who may be "on the market".
- Identifies stressors at individual, team and organisation levels.
- Identifies specific learning and development needs / priorities.
- Assesses issues for coaching work such as: role clarity; stressors etc
- Averts the loss of talent by ensuring that staff in "mismatched roles" are understood and managed.
- Enhances teambuilding processes by sharing profile data and supplements 360% feedback processes.
- Provides valuable objective data on issues that need to be addressed in performance review sessions.
- Delivers insights into the prevailing organisational climate.
- Provides data to understand how staff may respond to change and how to best manage those reactions.

**Contact Duet Consulting on 03 9889 0981 for further information**

**Reference: Management Growth Systems Documentation**