

Assessio introduces: MAP 3

We are now launching the most ambitious update ever of the personality test MAP! The result is an even more accurate, robust personality test adapted to today's conditions in the labor market. Over the past year, we have tested over 700 new questions on more than 15,000 people – and updated MAP so that it stands even stronger for the future. As a provider of psychometric assessments, we see it as our responsibility to ensure that our assessments are continuously updated and maintained – aligning with changes in the labor market and society, new research emerging within the field, and new methods enabling even more accurate assessments.

What distinguishes MAP 3 from the previous version of MAP?

MAP 3 is based on the same theoretical model as MAP and still contains the same number of scales, subscales, and items. However, we have made several significant improvements:

Contextualization. MAP 3 is a contextualized personality test, which means that the items are designed for a work context, and that candidates are instructed to respond based on how they usually behave at work. Increasingly, research suggests that contextualized personality tests are more accurate in predicting job performance (and they also tend to enhance the candidate experience!)

Difficulty level. As candidates become more test-savvy, the tendency toward social desirability increases (that is, trying to “figure out” the optimal answer). The questions in MAP 3 to a greater extent control for social desirability.

Even better differentiation. MAP 3 is a notch sharper when it comes to distinguishing between candidates, but still without adverse impact or risk of discrimination. This is to help you more easily find the candidate with the highest potential for the job.

Changed names. Some of the subscales have changed names to better fit a work context.

Changed subscales. One subscale is entirely new, and four subscales have been changed slightly in terms of content to support the ambition to combine accuracy and a future-proof solution.

Five facts about MAP

DNV-certified

Available in 14 different languages in the Assessio platform

Based on the Five Factor Model
– the most scientifically supported personality theory for selection

Measures the five overarching personality traits: Extraversion, Agreeableness, Conscientiousness, Emotional Stability and Openness

Contains 200 items and takes 20-40 minutes for candidates to answer

Why should psychometric assessments be updated?

New generations

Ngrow up in different times than before, which can affect which personality traits are common and what is valued at work.

Candidates are more assessment-savvy

and often understand how assessments work – which can affect how they respond and what the results look like.

Assessments are used in more ways

not only in selection but also in feedback, development, and strategy. This places higher demands on the assessments.

The labor market is changing

and that affects what is seen as important in working life.

New research

sometimes shows that old models are no longer sufficient – or new, better ways of measuring emerge.

New technology

like AI, makes it possible to develop more advanced and smart assessments – but also raises new ethical questions.

Society's values are changing

for example, awareness of discrimination is increasing and so is the need for fair assessments.