

MAPS+™



jca
Occupational Psychologists

getting the best out of
people

The 5 modules of MAPS+™.

MODULE 1 – Personality

The Personal Styles Indicator (PSI) is an assessment tool supported by 1 day of training plus back-up materials. The assessment package is both IT and paper based. It can be used with those with very low levels of literacy and those whose first language is not English.

PSI has a wide range of potential uses, from exploring and understanding personality through to providing helpful indicators of learning preferences and possible career choices.

Key Benefits of MAPS+ PSI are:

- It makes exploring personality simpler
- It acts to raise self esteem and positive self regard in clients
- It energises clients because it is fun, quick, instant and interactive
- It provides career ideas and information helpful for CVs and interview preparation
- It builds rapport and understanding between the client and the adviser

MODULE 2 - Attitude

The Attitude Indicator (AI) is a very simple and powerful assessment tool for accessing this level with clients and comes in both computer and card based formats.

The training that underpins the assessment tool supports the user by providing further strategies and approaches to moving clients forward, for example by improving goal setting.

As an assessment tool it has been made to be very easy to use and quick – particularly ideal for those working with clients who are harder to engage.

Key Benefits of MAPS+ AI are:

- Identifies barriers to motivation and performance
- Identifies 'at risk' individuals (e.g. drop out from training)
- Measures changes in motivation, confidence and other key attitudes (distance travelled)
- Plots progress towards goal achievement
- Identifies key motivational drivers and how to impact on these

MODULE 3 - Ability

The Aptitude and Ability Indicator (API) is a range of literacy and numeracy assessments where the emphasis is placed strongly on identifying potential and engaging the individual as well as 'readiness skills' for training.

The API is a flexible set of materials for assessing literacy and numeracy skills and underlying potential. The MAPS approach is aimed at being far more interactive with a lighter touch, i.e. more engaging and less threatening than the usual formal measures of literacy and numeracy:

Key Benefits of MAPS+ API are:

- Assessing key and basic skills at entry level and levels 1 and 2 NVQ
- Indicate underlying potential
- Identify learning, thinking and problem solving styles
- Enable clients to perform well in assessment – tap into learning and thinking style preferences

MODULE 4 – Self Esteem

The Self Esteem Indicator (SEI) is specifically for Personal Advisers working to build client self-esteem and to help develop Adviser skills in two fundamental aspects:

Understanding the underlying issues of self-esteem for the client
Assessing and building clients self-esteem

It focuses on developing deeper understanding between the client and their adviser as the basis to growing the client's self-esteem.

Key Benefits of MAPS+ SEI are:

The training for MAPS+ is one day in duration. Delegates will gain the following:

- Understand low self-esteem: The causes, the impact and how it is sustained
- Learn to use the MAPS+ Self Esteem Indicators
- Develop techniques to build client's self-esteem
- Identify strategies for building client self-esteem

MODULE 5 – Emotional Intelligence

The Emotional Intelligence Indicator (EMi) is a practical toolkit for identifying areas for development in terms of how people manage their own lives and their relationships. The assessment tool consists of 11 scales such as assertiveness, impulse control, coping and getting along with others. Each scale is tied in to specific objectives and activities for developing emotional intelligence.

Key benefits of MAPS+ Emi are:

- Diagnosis specific practical development needs
- Applies engaging assessment activities e.g. with pictures
- Provides over 200 specific activities for developing EI
- Training for advisers on how to make real changes for clients within each session.

For further information please contact:

Bill Davies, via email at bill@jca.biz or by mobile on 07890 270 218

Rod Morley, via email at rod@jca.biz or by mobile on 07971 160 708