

THE BAR-ON MMP™ SCALES

Core Factors

Physical Factors	Wellness	Discomfort Tolerance		
Cognitive Factors	Problem-Solving	Applying Experience	Ingenuity	
Personal Factors	Self-Understanding	Self-Reliance	Self-Control	
	Coping	Decisiveness	Courage	
Social Factors	Social-Awareness	Connectedness	Protectiveness	
Inspirational Factors	Finding Meaning	Engagement	Motivation	Perseverance

Physical Factors

1. **Wellness** describes how physically fit and well you feel. This scale assesses how you feel about your physical appearance as well as eating and sleeping habits, including the degree to which you feel refreshed in the morning and energetic during the day.
2. **Discomfort Tolerance** reveals how willing you are to endure working long hours, sleeping less and eating at irregular times to complete work on time and meet deadlines.

Cognitive Factors

3. **Problem-Solving** assesses how effective you are in addressing challenges by attempting to logically understand them and arrive at ways to methodically deal with them. This requires collecting relevant information, weighing conflicting evidence and ambiguity, as well as considering the short- and long-term consequences of potential solutions.
4. **Applying Experience** indicates how efficient you are in relying on familiar or proven methods to address current challenges, building on successes and avoiding repeating past failures. This is about using experience in deciding on what is worth using versus what needs to be avoided.
5. **Ingenuity** reveals how flexible and resourceful you are in making decisions when situations are unexpected and unpredictable or become complicated. This scale also indicates how resilient you are when matters do not turn out as planned, by improvising, making needed adjustments to overcome challenges, and adapting to change.

Personal Factors



Internal Orientation

6. **Self-Understanding** evaluates how well you know who you are, why you behave in certain ways, and why you feel the way you do. This scale assesses how effectively you look inward and engage in self-reflection, which leads to enhancing self-insight.
7. **Self-Reliance** assesses how self-sufficient you are by depending on yourself more than on others for help in making decisions. This is about acting independently, while being open to receiving input from others.
8. **Self-Control** describes how effective you are in managing your emotions and impulses, so they are not disruptive in your relationships with others. This includes exercising restraint and retaining self-composure in anxiety-provoking situations.



External Orientation

9. **Coping** is about how efficiently you handle pressure and stress. This scale assesses how well you understand these challenging situations and then function effectively in dealing with them.
10. **Decisiveness** indicates how assertively you deal with situations. This includes how you express yourself confidently and act boldly when necessary, without being aggressive or hostile.
11. **Courage** evaluates how successful you are in handling your apprehension and fear to function effectively in potentially dangerous and even life-threatening situations. This includes preventing others from being physically harmed, which is grounded in a clear sense of social responsibility.

Social Factors

12. **Social-Awareness** describes how alert you are to understanding what others need, feel and communicate both verbally and non-verbally, which facilitates effectively interacting with them.

13. **Connectedness** assesses how successful you are in establishing and maintaining relationships with others. This includes getting along with family, friends and colleagues, as well as how well you enjoy social interaction in general.
14. **Protectiveness** indicates how willing you are to support and defend others who are treated unfairly, irrespective of potentially negative consequences for yourself. This includes being sympathetic toward others, which is anchored in having, expressing, and living by a clear set of social values.

Inspirational Factors

15. **Finding Meaning** assesses how actively you pursue living a more meaningful life, which has a positive impact on others as well as on yourself. This describes the process or journey that leads you to achieve a sense of meaningfulness in your work and life in general, helping define who you are and what you do as an individual.
16. **Engagement** indicates how energized you are and how positive you feel about your work, involvements and accomplishments, which stimulates you to do and contribute more.
17. **Motivation** evaluates how excited and driven you are about what you are involved in, and what you want to do in the future. This also includes how effectively you focus on elements that bring you enjoyment in your work and life in general.
18. **Perseverance** reveals how determined, committed and persistent you are in following through with decisions that are made and in achieving goals.

CLP

Current Level of Performance is an overarching, holistic view on your performance, offering a personal benchmark against which you can interpret your unique performance in other MMP scales.

Rising Factors

Work Styles

Industriousness

Productiveness

Risk for Burnout

Coachability

1. **Industriousness** is about how industrious you are by working hard. This describes how well you plan, manage time, stay informed, execute with precision, meet deadlines, and stay on target. This scale assesses how hard you work to achieve results efficiently.
2. **Productiveness** is about how productive you are by working smart. This indicates how strategically you work and monitor your success from both value and cost perspectives to your organization, colleagues, and customers/clients. This scale includes how you keep perspective, seek opportunities, and have a high-performance orientation to deliver results effectively.
3. **Risk for Burnout** indicates how likely you are experiencing weariness. Burnout is a state of prolonged and excessive performance exhaustion that affects industriousness, productiveness, and overall well-being. Extended high responsiveness to relentless work in stressful circumstances puts you at risk for burnout, which you need to address early on.
4. **Coachability** indicates your inclination to profit from further development efforts. It evaluates how well you are expected to benefit from various interventions such as training workshops, individual coaching, and mentoring, designed to enhance your overall performance.

Self-Image Consistency

This reliability index (SIC for short) indicates whether you provided similar responses to closely related MMP statements. In addition to possible random responding, inconsistency also suggests full understanding of yourself is still developing.

Self-Image Desirability

This validity index (SID for short) suggests how accurately you are in portraying yourself. The results indicate if you tend to over-rate or under-rate yourself and your strength in the core and rising performance scales.