



ASSESSMENT PRIMER

A COMPREHENSIVE INTRODUCTION &
OVERVIEW OF THE MPACT FRAMEWORK

MPACTQ.COM

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**Welcome to MPACT!**

The MPACT Assessment will help you make a greater impact in the world by helping you understand how you elevate teams and collaborate better with others.

This document will help you learn more about the assessment so you can fully understand and apply your results.

INTRODUCTION

Why do so few individuals and teams ever reach their full potential?

In this world, reaching peak performance and fulfillment is the exception, not the rule. It's rare. That's why we're amazed when we see it happen. We long to experience fulfillment and we can become envious when we see others operating at this level.

There are a variety of reasons why we fall short of our full potential. One reason is the absence of the right people (such as family, friends, colleagues, and mentors) in our lives. The MPACT assessment will help us recognize those people who are uniquely gifted to help us reach the next level of maturity, performance, and fulfillment.

MPACT finds its roots in the thought leadership of Alan Hirsch's book, *5Q*, where he identifies 5 types of intelligences (or quotients) that every person has for the purpose of helping others reach their full potential. And yet, no one is completely balanced in all five. Therefore, to reach YOUR full potential, you must surround yourself with people who embody these different quotients.

Likewise, every team and organization needs these quotients present and active in their midst in order to have maximum, positive impact in the world.

These intelligences represent a wonderful truth: that designed into the very fabric of humanity is a beautiful interdependency. We can't do all we are designed to do by ourselves. **We need each other!** And we need each of the 5 MPACT quotients in our lives to grow and become the best version of ourselves.

We are committed to helping you make a greater impact in our world, and we welcome your feedback! If you have any questions, comments, or improvement suggestions, don't hesitate to contact us at: support@mpactq.com.

Sincerely,



Rick Newton

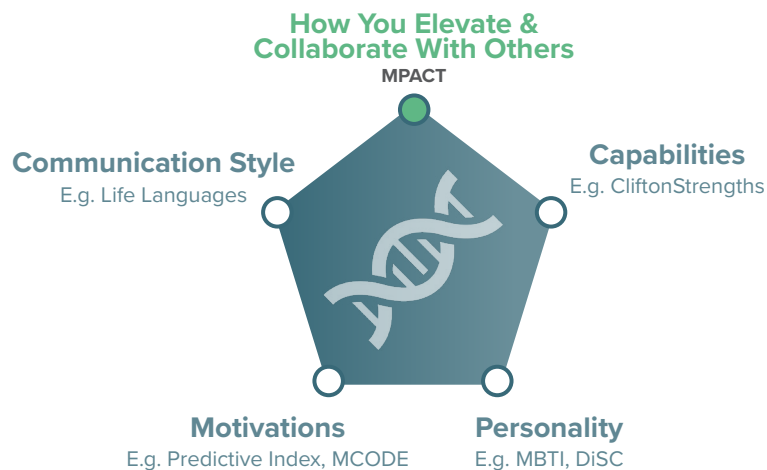
5Q Partner, MPACT Lead Architect

Founder/Owner of the Newton Family of Companies

WHY MPACT?

WHY DOES THE WORLD NEED ANOTHER ASSESSMENT?

There are already scores of assessments in use around the world, many of which are providing extraordinary value. In fact, we use a handful of popular assessments to help uncover and affirm different aspects of an individual's design. We believe these assessments help lay a foundation from which purpose can be discovered, and they have the potential to dramatically improve self-awareness, leadership effectiveness, and team performance.



Humans are infinitely complex. Therefore, **no single assessment can fully describe a person's design**. However, each one can provide important clues and insights about specific categories of human design, such as personality, motivation, capabilities, and communication style.

What's missing from this list is an assessment that tells us how people are **naturally designed to elevate a team**. In the graphic above, we can see that many assessments tell us about different aspects of our 'DNA', but few are inherently built around how we best collaborate with others.

Unlike other assessments, MPACT is “**others-focused**”, not “me-focused”. There's nothing wrong with assessments that tell us about ourselves, but because MPACT measures how you contribute to teams and groups, it helps us apply what we learn into the practice of **serving others**.

MPACT provides a unique and proven approach by which you can:

- **Increase self- and team awareness**
- **Improve leadership effectiveness** by developing each of the 5 MPACT quotients across teams
- **Enhance the productivity, creativity, and synergy** of your teams

THE PROBLEM MPACT ADDRESSES

Every leader and team member wants to be part of a team that is making an impact and operating at a high level. Unfortunately, that is not always our experience with teams. Often, there is a lot of pain associated with leading or being part of a team.

Have you identified with any of the following pain points?

TEAM MEMBER PAIN

- I was never properly trained to do my job.
- I was forced to pick up the slack when others dropped the ball.
- I did not get the recognition I deserved.
- I didn't like the people I worked with.
- It was hard to find meaning in the work I did.

LEADERSHIP PAIN

- If I wanted a job done right, I had to do it myself.
- I struggled to keep the team motivated.
- I was constantly dealing with people issues.
- The team did not do quality work.
- There was no standard way to onboard and train new team members.

Experience tells us that much of the pain we feel in a team setting has to do with dysfunctional relationships we have with others on our team, such as leaders, teammates, or those that report to us.

MPACT helps leaders intentionally cultivate a team environment where each person's expression is understood, respected, and received. We believe this is the key to resolving many of these common pain points.

As team members **understand** their own MPACT expression and the MPACT expression of those around them, they are able to see why they are needed on the team and why they need others. Then, as each person understands themselves and others on the team, they gain more **respect** for their team members' contributions. This respect equips the team to better resolve conflict and work through differences that may initially seem challenging. When team members proactively **receive** different perspectives, the team becomes greater than the sum of its parts. This is what MPACT is all about – elevating the team by activating individuals and improving collaboration.

BENEFITS FOR TEAMS

When the principles underlying the MPACT Assessment are applied in a team context, you can expect the following positive outcomes over time:



IMPROVE PROJECT SUCCESS

Teams work better together to accomplish their goals when everyone is focused on elevating those around them.



ELIMINATE UNHEALTHY TEAM CONFLICT

Embrace the unique design of team members & develop strong, trusted relationships with one another.



INCREASE CUSTOMER & PARTNER SATISFACTION

Employees are engaged & empowered to serve those outside the team with high-quality care.



ACHIEVE YOUR MISSION & MAKE AN IMPACT

Team members are inspired & motivated to contribute to a cause that is bigger than themselves.

WHAT IS MPACT?

The MPACT Assessment helps you collaborate better with others by identifying how you are uniquely designed to elevate your team.

MPACT measures the unique combination of 5 intelligences (or quotients) that every person innately has that help others reach their full potential.

5 Quotients

The MPACT Assessment identifies and ranks your unique combination of these 5 quotients.

Mentoring

Develops healthy relationships & community within the team.

Pioneering

Catalyzes the team forward around mission, movement & momentum.

Aligning

Fine tunes the team's culture & character around purpose & values.

Championing

Inspires & connects people to the cause.

Teaching

Creates a culture of knowledge sharing & continuous learning.



20 Couplets

Couplets are formed by combining an individual's top two MPACT quotients. This unique combination provides additional insights about how each person contributes to the team.

- Couplets provide the basis for our **Team Dynamics Insights**.

10 Categories

Each of the questions in the assessment corresponds with one of these ten categories, so you can see unique differences of expression across multiple team functions or scenarios.

- For each category, you'll find the following insights: **Why Others Need You, Why You Need Others, & Opportunities to Grow**.

Each of these framework components is explained in further detail on the following pages.

The 5 MPACT Quotients

M
Mentoring.

Semper Una – “Always Together”

Those who score high in Mentoring focus on **relationships and community**. We all need people with high Mentoring in our lives – people who believe the best about us, listen to us, advise us, help us through areas of brokenness and dysfunction, and who walk alongside us to nurture healthy relationships.

Naturally empathetic and social, those who score high in Mentoring bring a sense of **camaraderie**, **community**, and **care** that is necessary for teams, in order for them to grow in their **relational cohesion** and **commitment** to one another.

P
Pioneering.

Semper Promoveo – “Always Forward”

Those who score high in Pioneering focus on **mission and movement**. We all need people with high Pioneering in our lives – people who understand our design, encourage us to leave our comfort zone and put us in roles where we can be productive and fulfilled.

Those who score high in Pioneering establish strategic direction by defining the team’s mission and vision. As natural entrepreneurs and risk-takers, they bring catalytic energy to **mobilize** people and resources, prioritize tasks, build **momentum**, and develop strategic partnerships to **multiply** the team’s impact.

A
Aligning.

Semper Fidelis – “Always Faithful”

Those who score high in Aligning focus on **meaning and purpose**. We all need people with high Aligning in our lives – people who help us develop internal character, and make sure our motives are pure and aligned with our higher purpose in life.

Those who score high in Aligning help answer the following questions for the team: Why do we exist? What’s our great purpose? How will we make the world a better place? They also ensure the team operates consistently by shared **values** and will raise concerns when the team is not modeling **fidelity** and **integrity**.

C
Championing.

Semper Excelsius – “Always Higher”

Those who score high in Championing focus on **connection and cause**. We all need people with high Championing in our lives – people who welcome us in and inspire us to be a part of something bigger than ourselves.

Those who score high in Championing are adept at building rapport, passionately **communicating** the team’s message, and including those who feel like outsiders. As natural **connectors** and **cheerleaders**, they identify and build relationships that will help the team or cause grow, while positively **motivating** the team to achieve short-term goals along the way.

T
Teaching.

Semper Veritas – “Always Truthful”

Those who score high in Teaching focus on **continuous learning and legacy**. We all need people with high Teaching in our lives – people who will help us **learn** from our mistakes, continuously **improve**, and **share** our expertise with others.

Those who score high in Teaching bring a **practical** and **philosophical** approach to capturing, preserving, and sharing knowledge. Naturally inquisitive, they fully explore and understand what makes the team successful to ensure both excellence and long-term sustainability are achieved.

MPACT Couplets

While you can gain insight from each of your quotient scores, MPACT highlights your top two quotients because these are the quotients that you most naturally prioritize. Combined, these quotients form your “Couplet.” The simplicity of the Couplet enables you to communicate your results easily and quickly analyze the team at a high level.

The order of your top two quotients can also provide additional nuances.

- Your highest score is your **Primary Quotient**. This often defines your end goal as it relates to individuals and teams. This is your primary focus and the reason you do what you do.
- Your second highest score is your **Secondary Quotient**. This often defines the way in which you achieve your end goal. This describes the practical ways you support your primary goal.

PRIMARY QUOTIENT

Your ‘End Goal’
Your WHY

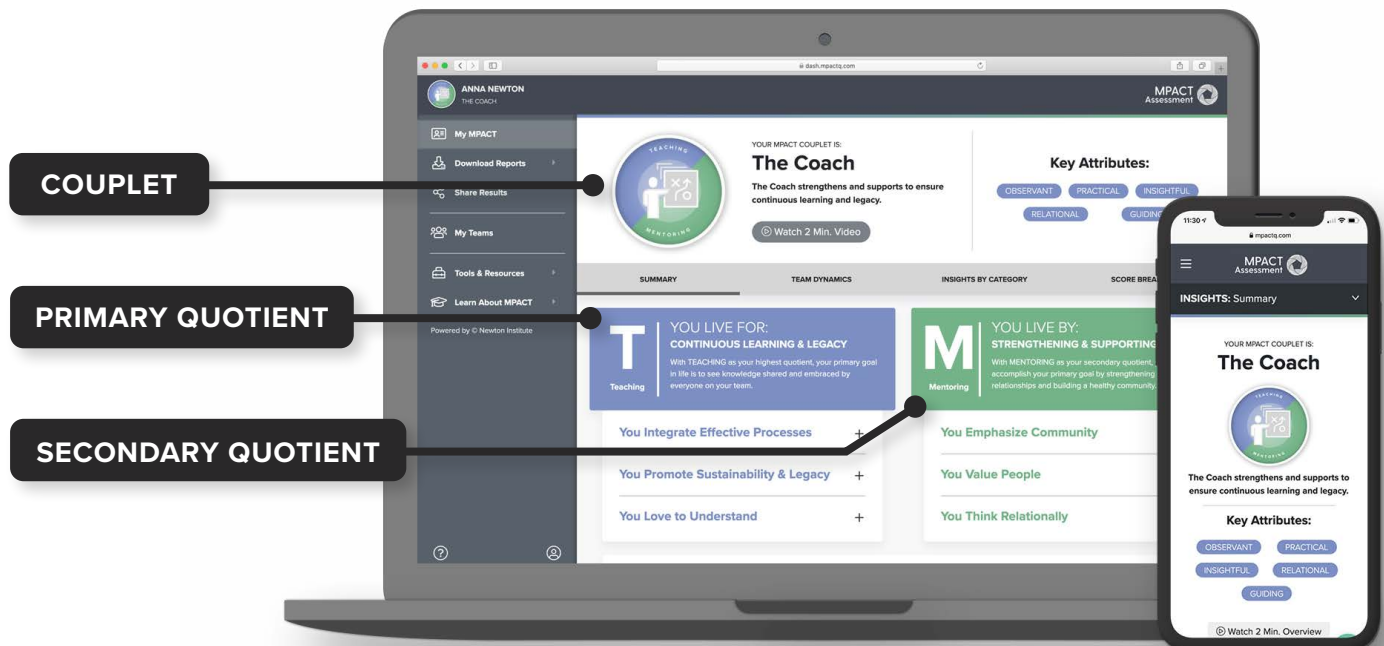


SECONDARY QUOTIENT

The Means to Achieve the ‘End Goal’
Your HOW

EXAMPLE: COUPLET SUMMARY

The “Summary” section of an individual’s report highlights the Couplet, as well as the top two quotients. You can find more information about primary and secondary quotients on the next page.



MPACT Couplets (Continued...)

Mentoring.

AS A PRIMARY QUOTIENT: LIVES FOR RELATIONSHIP & COMMUNITY

Community, Relationships, Harmony, Unity, Relational Cohesion, Friendships, Partnerships, Healing, Protection, Safety, Commitment to One Another

AS A SECONDARY QUOTIENT: LIVES BY STRENGTHENING & SUPPORTING

Listening, Relating, Empathizing, Feeling, Caring, Restoring, Healing, Protecting, Defending, Guiding, Counseling, Mentoring, Walking Alongside

Pioneering.

AS A PRIMARY QUOTIENT: LIVES FOR MISSION & MOVEMENT

Mission Accomplishment, Strategy Execution, Milestone Achievement, Forward Motion, Movement, Momentum, Scalability, Multiplication

AS A SECONDARY QUOTIENT: LIVES BY CATALYZING & STRATEGIZING

Envisioning, Risk-Taking, Plowing, Foundation Laying, Expanding, Extending, Scaling, Multiplying, Resourcing, Systemic/Holistic Thinking

Aligning.

AS A PRIMARY QUOTIENT: LIVES FOR PURPOSE & MEANING

Justice, Purpose Alignment, Values Alignment, Integrity, Fidelity, Loyalty, Character, Embodied Principles & Ideals, Morals, Right Motives, Making a Difference

AS A SECONDARY QUOTIENT: LIVES BY DISCERNING & HOLDING ACCOUNTABLE

Discerning, Aligning, Adjusting, Purifying, Authenticity, Transparency, Persevering, Advocating, Visualizing, Predicting, Challenging the Status Quo, Speaking Truth to Power

Championing.

AS A PRIMARY QUOTIENT: LIVES FOR CONNECTION & CAUSE

Growth, Engagement, Morale, Motivation, Inspiration, Enthusiasm, Positivity, Connectedness, Inclusiveness, Enthusiastic Response to the Message

AS A SECONDARY QUOTIENT: LIVES BY ATTRACTING & CONNECTING

Communicating, Storytelling, Inspiring, Recruiting, Including, Inviting, Encouraging, Selling, Motivating, Cheerleading, Celebrating, Rapport-Building, Connecting, Networking, Marketing

Teaching.

AS A PRIMARY QUOTIENT: LIVES FOR CONTINUOUS LEARNING & LEGACY

Knowledge Capture & Sharing, Learning, Applied Truth, Personal Growth, Continuous Improvement, Excellence, Sustainability, Legacy

AS A SECONDARY QUOTIENT: LIVES BY SHARING KNOWLEDGE & IMPROVING

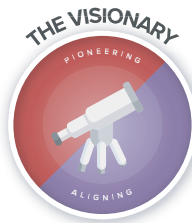
Researching, Learning, Codifying, Philosophizing, Thinking, Processing, Examining, Systematizing, Training, Facilitating, Coaching, Curriculum Building, Writing, Speaking

MPACT COUPLET ICONS

MENTORING PRIMARY



PIONEERING PRIMARY



ALIGNING PRIMARY



CHAMPIONING PRIMARY



TEACHING PRIMARY



The 10 Categories of Expression

There are 10 Categories we use to assess behaviors associated with each quotient. The categories are briefly described below.



DEFINING SUCCESS & FAILURE

This category helps you understand what team outcomes you prioritize and how you define success for the team.



IMPLEMENTING NEW IDEAS

This category helps you understand how you help your team make important decisions and plans around new ideas.



SOLVING PROBLEMS

This category helps you understand how you help your team analyze problems and create an effective solution.



CENTRAL FOCUS

This category helps you understand the natural focus that you bring to the team, especially when processing and evaluating new ideas.



SERVING THE MISSION

This category helps you understand how you serve people inside and outside of your team to advance the team's mission.



IMPROVING TEAM CULTURE

This category helps you understand what important aspect of team culture you emphasize and cultivate on your team.



ROLES & FUNCTIONS

This category helps you understand how you naturally contribute to your team's success in specific and practical ways.



COMMUNICATION STYLE

This category helps you understand the method by which you best convey ideas or obtain support from the team.



LEADERSHIP STYLE

This category helps you understand the unique focus you bring to leading teams, and how you support other leaders.



GUIDING OTHERS

This category helps you understand how you encourage, support, and guide others through personal development or difficulties.

MPACT Insights

MPACT Insights make results more specific and actionable. There are two types of insights to explore that will help you put MPACT into practice.

INSIGHTS BY COUPLET



TEAM DYNAMICS

Team Dynamics insights describe how a person may relate to other team members based on their quotient scores. There are three zones:

- **COMFORT ZONE:** Team members in this zone have one or more of the same top two quotients. They may support one another in this way.
- **COMPLEMENTARY ZONE:** Team members in this zone have one or more different quotients in their Couplet, and these differences are likely to complement one another.
- **CHALLENGE ZONE:** Team members in this zone have one or more different quotients in their Couplet, but these differences may be challenging.

INSIGHTS BY CATEGORY



WHY OTHERS NEED YOU

These are areas where you naturally excel and how you can make valuable contributions to the team because they are high scores (3 or 4) within your top two quotients.

Other people on your team may not have these same contributions or perspectives, so your team needs what you have to offer.



WHY YOU NEED OTHERS

These are low scores (0 or 1) in your bottom two quotients, meaning they will likely be the least natural place for you to contribute to your team. They will be great opportunities to collaborate with different team members.

By recognizing that these are not your highest priority, collaboration will allow other people who are strong in these areas to flourish and free you to focus on areas that are more naturally energizing to you.



OPPORTUNITIES TO GROW

These are areas of easiest improvement within each category because they are low scores (0 or 1) within your top two quotients. While it is important to improve, we believe it is best to build on areas in which you naturally thrive.

Growth may just be a matter of being more proactive, being more aware of the need, or more consistently contributing in this way.

About Quotient Scores

The MPACT Assessment identifies and ranks your unique combination of the 5 quotients. Your scores indicate which of the quotients you are more naturally inclined to demonstrate on a team. While the order of the quotients is important, more insights can be gained by observing the relationship between the quotient scores, rather than just the order alone.

Some people will have scores that are very close. This would indicate a more balanced expression. Others may have a much bigger gap between scores, which would indicate a more intense expression. No MPACT expression is better or worse, but it is important to explore these dynamics with a coach so you can understand how your MPACT expression may impact your team.

YOUR MPACT QUOTIENT SCORES



THE DIFFERENT TYPES OF MPACT EXPRESSIONS

Each of these different expressions is based on the range between a person's highest and lowest quotient scores.

BALANCED

SCORE RANGE: 10 POINTS OR LESS

These scores are quite close. A person who has a balanced expression can often see from many different perspectives, and they may be very helpful to a team because they can easily adapt, acting as a bridge between team members with extreme differences.

People with this expression should be careful, however, to resist the temptation to take on too much just because they can. They should look for opportunities to defer to others who can enrich or build upon their contribution.

STANDARD

SCORE RANGE: BETWEEN 10 & 20 POINTS

For a standard expression, the highest and lowest scores are not particularly close or far apart. This is the most common type of expression.

Although their score range is considered standard, each person's expression is unique. They should still consider how their scores may reflect the unique nuances of their contribution. For example, the distance between scores could show how your contribution is different from others who have the same couplet.

INTENSE

SCORE RANGE: 20 POINTS OR MORE

People who have an intense expression show a very clear preference for their highest-scoring quotient(s). The team will benefit from their presence because they can rely on them to consistently bring this important perspective.

Their low score(s) may indicate potential blind spots. It will be especially important for people with an intense expression to collaborate with others in these areas so they can focus on what comes most naturally to them without neglecting the importance of other quotients.

THE THIRD QUOTIENT AS THE RUDDER

Each person is not confined only to their top two quotients. Many times, the third quotient can be a significant area of strength as well. When this is the case, we refer to this quotient as a “rudder” because it may guide, influence, or enhance the Couplet in a significant way, or in specific situations.

This nuance is especially important for those whose third-scoring quotient is very close or tied with the secondary quotient.

About Category Scores

There is a total of 10 questions asked for each category in the assessment, requiring you to choose between two behaviors associated with each quotient. The maximum score you can receive for a single quotient in each Category is 4. The lowest score is 0. The Total Quotient Score is the number of times you chose a behavior within a particular quotient. All together, your quotient scores add up to 100. You can see a sample Scores by Category table below.

Insights by Category provide language to describe where you scored high and low at the category level. These insights help to make the MPACT results more specific and actionable for teams by narrowing the focus on one particular component of collaboration at a time.

EXAMPLE: SCORES BY CATEGORY

Category Description	(M)entoring	(P)ioneering	(A)ligning	(C)hampioning	(T)eaching	TOTAL
Defining Success & Failure	2	1	3	1	3	10
Implementing New Ideas	4	2	1	0	3	10
Solving Problems	3	2	1	1	3	10
Central Focus	4	1	2	0	3	10
Serving the Mission	3	0	3	1	3	10
Improving Team Culture	4	0	2	1	3	10
Roles & Functions	3	1	2	0	4	10
Communication Style	3	1	2	0	4	10
Leadership Style	2	1	3	0	4	10
Guiding Others	2	0	2	2	3	10
TOTAL	30	9	21	6	34	100

HOW DO I PUT MPACT INTO PRACTICE?

INDIVIDUALS

Quickstart Planner

The Quickstart Planner is a great starting point for individuals to begin processing each of their category insights. Simple questions and exercises help to guide you as you analyze your insights and create an action plan based on those observations.

Application Guide

This 32-page guide will give you a deeper and broader understanding of your MPACT Assessment results and how to use the insights to become a better team member, team builder, and leader.

Coaching

If you are interested in receiving personal or team coaching around the MPACT Assessment, fill out the [contact form](#) on our website to ensure we introduce you to a coach that best fits you and your needs.



TEAMS

Team Workshops

The following workshops are intended to help people understand MPACT and the role it plays on their team:

- Introduction to MPACT
- Analyzing Team Dynamics
- Exploring Team Balance

Consulting

We are looking for innovative leaders who want to deploy the MPACT Assessment within their organization. Contact us if you are interested in consulting services to help you maximize MPACT on your team.



COACHES & PARTNERS

Coaching Foundations Course - Taking the Coaching Foundations Online Course is an easy way to deepen your understanding of the MPACT Framework and discover tools to help others understand and activate their MPACT design.

Coaching Certification – This program certifies independent coaches and consultants so they can coach individuals through the MPACT Assessment. To learn more about becoming a Certified MPACT Coach, visit mpactq.com/for-coaches

Partners – Please email joe.shannon@mpactq.com if you are interested in partnering with us to represent or deploy MPACT in your sphere of influence. Ask us about group discounts and financial incentives.

We would love to hear from you! Comments, and inquiries can be sent to: support@mpactq.com

Read our [Legal Disclaimers](#) for more legal information.