

KCP Update

Spring 2023

End of an Era

After a fantastic period of over 20 years our Client Services Director, Cathy, has had to retire for health reasons.



Cathy originally joined KCP as Consultancy Manager in 2000 and quickly established herself as the focal point for clients, course delegates and candidates.

Caring, empathetic and tireless, Cathy was at the forefront of all our activities.

She relished her training in psychometrics and became a skilled assessor on top of her many other duties.

Diagnosed with an incurable lung disease of unknown cause (Idiopathic Pulmonary Fibrosis - IPF) some 9 years ago, she continued to work with the same passion and enthusiasm

until January 2023.

She had been on the lung transplant list at Harefield Hospital and was called in last September. Cruelly, minutes before the operation the surgeons discovered that the donor lungs were unsuitable and the operation was cancelled.

Since then her health has declined and she has had to retire.

Our heartfelt thanks go out to all of our clients, many of whom have become personal friends, for all their support through these difficult times.

Our plea to everyone is: PLEASE SIGN UP TO BE AN ORGAN DONOR. It is too late for Cathy, but many others can be given the gift of life.



Click on the above to get your printable card from the NHS.

P.S. The photo was taken in happier times but despite everything, she still has that winning smile!

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Neurodiversity in Business

KCP is proud to be a supporter of the forum Neurodiversity in Business.

The forum exists as a platform to educate business leaders about neurodiversity; to create an awareness of the contribution of ND employees; employees; to demonstrate the social and economic benefits of a neuroinclusivity; and to celebrate and empower neurodiverse people.

We have a particular, special interest in ND at KCP (not least because I am neurodiverse myself) and continue to take steps to ensure that our tests, questionnaires and simulations take account of ND needs.

The NiB resource hub provides a range of materials to support a greater awareness of ND issues:

<https://neurodiversityinbusiness.org/ndresourcehub/>

Neurodiversity and MAPP

As most of you will know MAPP consists of TWO questionnaires.

Part One assesses 19 characteristics broadly split between People, Task and Feelings.

Part Two uniquely measures 14 sets of values - exogenous drivers of behaviour - these are clustered into Self-Enhancement, Self-Transcendence, Openness to Change and Conservation.

MAPP can be administered as a combined questionnaire (typically 45 minutes) or as **Part One (25 minutes) followed later by Part Two (20 minutes).**

This latter approach is especially helpful for ND candidates and, in particular, ADD/ADHD populations.

Neurodiversity and Ability

All our ability tests have extra time options. We have followed the convention of an additional time of generally 25% since all of the above tests are "speeded".

Although this approach of extra time is widely adopted, an interesting 2020 paper by Duncan and Purcell concluded that in examination settings "... **although there is general agreement in the field that additional time improves outcomes for students with SpLD, there is no unified view about the fairness of this adjustment (i.e. whether it is only students with SpLD who benefit or whether all students benefit similarly from additional time).**"

KCP is conducting a study using our tests in "unspeeded" conditions with both neurodiverse and neurotypical subjects. We are asking clients and non-clients alike to collaborate on this project so if you think that you can help please contact Andy for further details of our research.

**Spring Special Low Price Offers for BPS RQTU Training
and RQTU Reaffirmation of Competence
Go to: kcpltd.com**

Hedonistic values and risk - update to MAPP

The unique Values exploration in the Managerial and Professional Profiler (MAPP) has always addressed one aspect of hedonism: experimentation and new experiences. This is assessed via the MAPP Part Two scale "Novelty".

This dimension provides some insights into risk-taking. In addition, however, we have been trialling items for a new scale "**Sensation-seeking**" since 2021. "Sensation-seeking" extends our understanding of behavioural drivers into the area of pleasure and the possibility of risk-taking. We are extremely grateful to that large number of MAPP users who assisted us in the trialling of items for this new scale. Updated MAPP Profile Charts and Reports will be launched in the summer of 2023.