



Below, you will find answers to the most frequently asked questions regarding the **Management Readiness Profile™ 2nd Edition (MRP® 2)**.

GENERAL

What is the MRP2?

The Management Readiness Profile 2nd Edition (MRP 2) is a scientifically validated assessment designed to identify readiness for entry-level supervisory and management roles. The **156-item inventory** provides objective insight into leadership potential for individuals with or without prior supervisory experience, supporting hiring, promotion, and succession planning decisions.

The MRP 2 is intended for use with candidates and employees considered for entry-level supervisory or management roles, including internal promotions and external hires. It is especially useful when prior supervisory experience is limited or unavailable.

What does the MRP2 measure?

The MRP 2 measures job-relevant attitudes, characteristics, and behaviors associated with effective entry-level management and leadership. It evaluates multiple dimensions predictive of managerial performance, as well as overall management readiness and key workplace behaviors.

Specifically, the MRP 2 measures seven core scales related to management readiness: Management Interest, Leadership, Energy Level, Practical Thinking, Management Responsibility, Interpersonal Skills, and Business Ethics, and includes an overall Management Readiness Index.

How do employers use results from the MRP2?

The MRP 2 supports smarter hiring, promotion, and succession decisions by adding an objective data point beyond interviews, resumes, performance appraisals, and background checks.

The MRP 2 is used across a broad range of industries, including retail, hospitality, healthcare, manufacturing, and customer service, particularly where internal mobility and frontline leadership transitions are common.



GENERAL

What competitive advantage does the MRP2 offer?

The MRP 2 can improve hiring ROI, strengthen leadership pipelines, and reduce risk by identifying candidates with higher management readiness before promotion or hire.

The MRP 2 adds structure and objectivity to succession planning by identifying leadership potential early and supporting continuity beyond performance reviews or tenure-based decisions. Further, MRP 2 results can be paired with training and development plans to support new managers and prepare future leaders from day one.

PRODUCT INFORMATION

How long does the MRP 2 take to complete?

The **156-item inventory takes approximately 20–30 minutes** to complete and is administered and scored online.

Does the MRP2 include validity checks?

Yes. The MRP 2 includes built-in Candidness and Accuracy checks to help ensure responses were provided openly and carefully, increasing confidence in the results.

What is included in the MRP 2 Report?

Results are clear and straightforward, indicating whether a candidate is “Recommended” or “Not Recommended” for entry-level management roles. The MRP 2 report delivers validity checks (Candidness and Accuracy), behavioral scale scores, an overall Management Readiness Index, positive and negative behavioral indicators, and administrative and candidate information for documentation and compliance.

PRODUCT AVAILABILITY

In what languages is the MRP2 available?

The MRP 2 is available in **English** and **Spanish (North America)**.

How does the MRP2 integrate into hiring workflows?

The MRP 2 is administered and scored online, either through an MHS portal or via integration with applicant tracking systems (ATS) and candidate selection workflows.

Still have questions?

Reach out to our Customer Service team.

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