
Movement Pattern Analysis: Ethical Guidelines

1. Having an MPA profile constructed should be on the voluntary basis of informed consent.
2. The client should in all instances be informed of the purpose and intended use of results prior to the interview. That is, MPA assessments reflect an individual's unique motivational preferences when going through a decision-making process, providing knowledge of self that can be put to positive use. MPA assessments do not address abilities, intelligence, or general personality traits.
3. When constructing an MPA Profile, the initial interview should be conducted in person, allowing for live movement observation (during 1.5 - 2 hours). If for some exceptional reason an MPA Profile can only be based on video observation, clients should be informed that results may be less reliable (based on studies of inter-observer reliability).
4. Results of an individual client's MPA profiling (subsequent reports, written, verbal, video or otherwise) may not be shared with or given to another person without the client's prior permission. It is preferred that results be provided in person, however delivery over an internet platform is also acceptable. Adequate information about MPA theory and the individual's own profile should be provided in a clear and sensitive manner, allowing for questions to ensure sufficient understanding of key features and principles.
5. In situations when the MPA profile data is being used for selection purposes only or when MPA is used for research, consultants are requested to provide candidates or subjects with the option of feedback, either in written form or in a personal counseling session.
6. In the rare instance that an individual strongly disagrees with the description associated with the reported scores, it is the consultant's responsibility to find a mutually-acceptable means to resolve the disagreement.
7. In using the MPA system, consultants should work within their scope of competence. This means recognizing the limits of their expertise and performing only those functions for which they are prepared, certificated, and capable of assuming.
8. When making any statements to the public about MPA, students-in-training and certificated consultants are expected to give accurate information and to avoid false claims or misrepresentations.
9. Consultants have the duty to deliver value for money and to invoice the assignment in a way that is appropriate to the work done.
10. In formal or informal subcontracting of MPA related services consultants shall take steps to insure that subcontractors work within their scope of competence, give accurate information, and avoid false claims or misrepresentation of MPA.

Movement Pattern Analysis: Standards of Professional Practice

1. Movement Pattern Analysis profiles should be based upon the observation of movement – not static aspects of physical behavior. More specifically, the profile must be based upon analysis of Posture-Gesture Mergers, actions in which the whole body is activated in a coherent dynamic expression or shape change.
2. Profiles must be based on observations taken during an interview lasting from 1.5 - 2 hours in order to obtain a sufficient sample of movements so as to accurately identify the client's movement patterns. Live observation is proven to be more reliable than video observation and must be calculated accordingly.
3. Consultants are expected to employ standard methods of calculating and interpreting individual and team profiles and to employ standard terminology drawn from the Frameworks of Management Action and Interaction when writing reports and conducting feedback sessions, seminars, and other meetings and public presentations dealing with MPA.
4. MPA assessments should be described in value neutral terms such as "performance," "tendency," "potential strength," "potential weakness," and "inclination."
5. Interpreters of MPA profiles should be sensitive to their own biases.
6. Committee members of the Warren Lamb Trust are responsible for keeping registered Movement Pattern Analysis consultants informed as to the activities of the Trust.
7. To remain in good standing, consultants are expected to keep up with any changes or developments affecting the professional practice of Movement Pattern Analysis.
8. Consultants who are found to be in violation of these Ethical Guidelines and Standards of Professional Practice may be removed from the MPA registry. Review of such cases and any potential redress and reinstatement will be at the discretion of the committee members of the Warren Lamb Trust.