



Association for Applied Sport Psychology (AASP) Certified Mental Performance Consultant (CMPC®) Job Analysis Study - Executive Summary

Susan Davis-Becker, PhD
Jaime Kavanaugh, MEd

August 2023

Purpose and Background

In 2022, the Association for Applied Sport Psychology (AASP) partnered with ACS Ventures LLC to conduct a job analysis study for the Certified Mental Performance Consultant (CMPC®) program. The primary aim was to review and update the Detailed Content Outline (DCO) for the CMPC certification to ensure the examination blueprint accurately reflects the essential knowledge and skills required for newly certified mental performance consultants.

Methodology

The study was carried out in three phases:

1. Focus Group:

- A panel of Subject Matter Experts (SMEs) from the United States and Canada, with an average of more than 13 years of experience, was assembled. The panel reviewed and updated the task statements and knowledge components that form the foundation of the CMPC exam.
- Through iterative discussions, the panel defined the characteristics of a Minimally Qualified Candidate (MQC) and revised the DCO, ensuring it reflected the current demands of the profession.

2. Survey:

- A survey was distributed to current CMPC professionals to gather feedback on the draft task list. The survey aimed to evaluate the importance and frequency of each task and knowledge component.
- The survey received 234 usable responses, representing a broad spectrum of professionals within the field.

3. Analysis and Blueprint Development:

- Survey responses were analyzed to determine the relative importance of each task and knowledge component. The results informed the weighting of the exam's content areas, leading to a final recommended DCO that will guide future CMPC exam development.

Key Findings

- The job analysis led to a significant revision and reorganization of the CMPC content outline, reflecting updated industry standards and practices.
- The analysis identified six major task domains and 13 knowledge groups critical to the role of a mental performance consultant. These areas include rapport-building, assessment, goal setting, implementation, evaluation, and professional responsibilities.
- The final DCO recommendations were made with a focus on ensuring that entry-level consultants are adequately prepared to meet the challenges of the profession.

Recommendations

The study concluded with a set of content specifications designed to ensure the defensibility of the certification examination. These specifications will be used to structure future versions of the CMPC

exam, with particular attention to the alignment of task statements and knowledge components with professional practice standards.

Conclusion

The AASP CMPC job analysis has provided a robust foundation for updating the CMPC exam blueprint, ensuring that the certification remains relevant and reflective of the competencies required in the field of mental performance consulting. This report will guide the ongoing development of the CMPC certification, supporting the growth and professionalization of the field.