



iWAM Profile - HR Statistical Summary Report

relative percentages in comparison to Belgium 2000 standard group.

*** DEMO ***

jobEQ ID: 101674

Operating Factors

	+	-
OF1 action level 106%	77% Starts : has energy for initiation and wants to get going (impulsive / proactive / thinking "while" action)	-23% Follows : has patience & can wait (thinking before action) (serenity, endurance, persistence, reflective, reaction)
OF2 action direction 128%	94% Approach : is goal oriented & motivated by targets, can maintain focus over time (goal focus/toward)	-24% Avoid : focuses on problems and errors (problem focus/away from)
OF3 evaluation reference 110%	69% individual motives internal reference frame for evaluation: decides for him/herself - interprets feedback, sets own criteria <i>/ if low: needs outside help to decide</i>	-19% external satisfiers or expectations external reference frame for evaluation: wants feedback, want to consult others involved in decision, uses criteria outside one's control / <i>if low: ignores what others think</i>
OF4 task attitude 122%	111% creates, generates alternatives & new options	-9% wants and needs to follow procedures
OF5 task orientation 87%	56% Breadth : understands the overview and the big picture (overview/general/global)	-14% Depth : needs to work with details and sequences / exactly (<i>specific/detail</i>) - information
OF6 communication sort -6%	33% Affective : communicates nonverbally <i>/ if low: may even disapprove or ignore overt emotion</i>	141% neutral (content): assumes that all the meaning is in the text
OF7 work environment type -16%	2% Group : needs contact with others	133% Individual : does not need contact with others, want to work independent, alone
OF8 work assignment type 85%	41% Needs to have sole responsibility for his/her task (independent)	-15% wants shared responsibility with the <i>team</i>

(high = + / low = -)

the patterns in both columns might be seen as pulling the person in the opposite direction

Relationship Sorting (The clock/need for change)

So1: similarities	108%	sameness/stability
So2: comparison	104%	improvement/qualification/evolution
So3: distinctions	28%	new, difference, change, unique, switch

explanation of percentages

100% = top of range for standard group
0% = bottom of range for standard group
<0%: below range / > 100% above range

(see graph for standard range)

Work Approach (Task Sequence / Distribution of energy)

WA1: Activist	188%	taking action
WA2: Theorist	-34%	working with concepts: analyse / theorize / understand
WA3: Structurist	-47%	Structuring & planning: organize / establish relationship between parts

Temporal Processing (Time Orientation)

TP1: Critic	32%	past orientation ("experience")
TP2: Realist	95%	present orientation (here and now)
TP3: Dreamer	77%	future orientation (long term)

General Note: percentages above 150% or below -50% are especially "outspoken"

Hierarchical Criteria (Motivation Types of McClelland)

Mo1: Power	99%	boss: control & power , dominance, status, competition (winning), politics, preservation, in charge
Mo2: Popularity	16%	friend: belong (affiliation), connection, relationship, cooperation, harmony, inclusion, respect
Mo3: Performance	157%	manager: achievement (success), competence, intelligence, objectives, results, expression

Norming - Rule Structure (Respect for the norms)

N1: Universal Rules	18%	the rules that apply for me apply to others, and I will tell the rules
N2: No Rules	85%	there are no rules, or I don't want to state the rules for others
N3: Organisational Rules	-54%	the rules are what suits the company (or the boss)
N4: Particular Rules	106%	different rules may apply for each person

Convincer patterns - To be convinced, needs to:

Convincer Channel - Input Representation	
11%	Co1: see (it looks right)
15%	Co2: hear (it sounds right)
15%	Co3: read (it makes sense / list of reasons) - information & instructions
118%	Co4: do (it feels right)

Convincer Mode - Interpretation Process	
97%	Co5: needs some examples to be convinced
121%	Co6: is automatic ally convinced
-10%	Co7: consistent - is never quite convinced
-19%	Co8: period of time - needs some time to be convinced

Interest Filters (work preference / Focus of attention)

What are the most important things to focus on? (whatever types of things the person focuses on, need to be in the person's environment)

-59%	IF1: People (who)
57%	IF2: Tools & Instruments (how)
0%	IF3: Systems & Processes (whether)
157%	IF4: Information: data / facts/ knowledge (why)

131%	IF5: Money & Finances (how much)
-27%	IF6: Place / Position / Location (Where)
85%	IF7: Time (When)
78%	IF8: Activity (what)

Note: the codes used for the parameters on this form correspond to the codes in the graphs