

job EQ HR Environment v.EN2.01

iWAM Team Comparison Report. ven1.35

CONFIDENTIAL

This report compares the work organization and motivational styles for the work-context (based on the respondents' answers to the iWAM® questionnaire) for this team. In the individual feedback report, the patterns are grouped together. Here, each of the relevant parameters is considered separately (unless noted otherwise). The individuals' scores are indicated by "X". The thick black line above the bar chart for each parameter indicates the area of the standard group (in this case, Australia 2002a for Australia).

The following individuals are being compared:

- N.L.H.
- P.M.
- T.K.
- M.F.
- L.D.

Action Level (combines Initiation & Reflecting): A person who scores high has a tendency to initiate. A person who scores low has a lot of patience and is capable of waiting until others initiate.

BP1											
N.L.H.					X						18%
P.M.										X	168%
T.K.						X					50%
M.F.					X						18%
L.D.							X				82%

Initiation A person with a high score wants immediate action. A person with a low score considers taking action as less important.

OF1P												
N.L.H.					X							22%
P.M.											X	138%
T.K.						X						37%
M.F.						X						37%
L.D.									X			94%

Reflecting & Patience A person with a high score tends to think things through. A person with a low score has a limited amount of patience.

OF1M													
N.L.H.							X						77%
P.M.		X											-77%
T.K.					X								25%
M.F.								X					103%
L.D.						X							51%

Action Direction (combines Goal Orientation & Problem Solving): A person who scores high has a capability to remain focused on a goal and to maintain that focus over time. A person who scores low is able to find the problem.

BP2

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N4																					

N4												
N.L.H.		X										-40%
P.M.									X			125%
T.K.						X						51%
M.F.					X							32%
L.D.				X								-4%

Convinced by Seeing People must be able to see something to get convinced. For people who score low, seeing doesn't play an important role in getting convinced.

Co1												
N.L.H.											X	136%
P.M.									X			83%
T.K.										X		109%
M.F.									X			83%
L.D.							X					3%

Convinced by Hearing People who score high must hear how, or hear about something in order to be convinced. *People with a low score are not easily convinced based on what they hear.*

Co2												
N.L.H.								X				117%
P.M.	X											-39%
T.K.			X									7%
M.F.					X							38%
L.D.						X						70%

Convinced by Reading People who score high must read information or instructions to become convinced. A person who scores low isn't really interested in reading in order to be convinced.

Co3												
N.L.H.		X										32%
P.M.						X						131%
T.K.		X										32%
M.F.	X											0%
L.D.								X				180%

Convinced by Doing People who score high must actually do it in order to be convinced about something. A person who scores low does not need to do something.

Co4												
N.L.H.					X							-5%
P.M.						X						26%
T.K.								X				74%
M.F.									X			90%
L.D.	X											-100%

Convinced by a Number of Examples People who score high must have the data a particular number of times for them to be convinced. A low score means that the number of examples doesn't play a big role in convincing this person.

Co5												
N.L.H.								X				56%
P.M.											X	139%
T.K.								X				56%
M.F.							X					36%
L.D.								X				56%

Convinced Automatically People who score high only need a small amount of or even partial information and they quickly project the rest of the information. Then, they decide based on their projections. A low score means that the person is not convinced automatically.

Co6												
N.L.H.					X							63%
P.M.								X				110%
T.K.										X		133%
M.F.						X						74%

													X						98%	
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time f	for the	em to	be cor	nvino	ced.	A lov	v scc	re n	nean	s the	at a j	perio	od of	time	e doe	esn't	play	a big	role in convin	cing thi
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īF6																				
N.L.H.	Î	Î	X										İ		ĺ		İ	T	-10%	7
P.M.						X													55%	
Г.К.				X															16%	
Л.F.										X								П	108%	1
.D.					X														29%	7

Focus on Time A high Time person is concerned about allotting time and keeping schedule. A low Time person doesn't focus on this.

IF7												
N.L.H.					X							49%
P.M.			X									6%
T.K.		X										-8%
M.F.				X								35%
L.D.					X							49%

Focus on Activity A high Activity person focuses on activity and needs to manipulate activities. A low Activity person doesn't focus on the activities.

IF8												
N.L.H.						X						29%
P.M.										X		119%
T.K.				X								-9%
M.F.					X							3%
L.D.			X									-22%

Notes:

- The scores (percentages or texts as "high", "medium" and "low") you find in this report are RELATIVE scores. These scores are based on the standard group Australia 2002a [AU2002a] for Australia.
- The text printed with each parameter explains the attitude consequences of this variable. First we show you what a high score means, then (*in italics*), you learn what a low score means.

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