

inventory Work Attitudes and Motivations

Matching people to the jobs of their lives

WHAT IS iWAM?

iWAM is not a personality profile.

It is a system that provides a window into the intrinsic motivations and attitudes of people at work

If you knew these attributes about yourself and your staff how much unnecessary time, money and emotional angst would you avoid?

*** Every iWAM is unique, like a human fingerprint.**

- Q. How do you know an employee will have the right attitude for a position and fit into the culture of your company?
- Q. How could you measure whether a person will be consistently motivated to perform the tasks involved in their position?
- Q. How can you know what the applicants' 'natural responses' will be in various work situations?

iWAM can provide the solution

What does iWAM measure?

iWAM was developed in Belgium in 2000, and is the result of recent evolutions in cognitive science research. iWAM measures and describes 48 motivations and attitudes that impact on a person's performance at work. An iWAM will answer the following questions:

What are your priorities?

- People / money / systems / activity / information / status / time / geographical position

Thinking styles at work

- How much structure do you need in your work?
- Are you motivated to pay attention to details?
- Do you have a sense of overview and the big picture?
- Are you a procedural and/or a systematic thinker?
- Are you motivated to generate alternatives and be creative at work?

Problem solving problems and attaining objectives

- Do you have a problem solving approach at work?
- Are you motivated to work towards objectives?
- Do you identify and minimize potential pitfalls before they occur?

Dealing with change and time issues at Work

- How often do you need to change your job?
- How much do you learn from the past/ look to the future?
- Do you have a vision for the future?
- How do you approach change in your workplace?

Dealing with people at work

- How satisfied will you be working with people?
- How tolerant of other people and their ideas are you?
- How much Social Contact do you need at work?
- Are you a team player?
- Do you need to be your own boss or can you work for someone else?

Strategies

- What is your Decision Making Strategy?
- What channels are most convincing to you-- what you see, hear, do or read?

Primarily work motivators

- Are you primarily motivated to achieve and perform at work?
- Are you primarily motivated to take responsibility and have the power to do significant work?
- Are you primarily motivated to belong to a group, make friends and get on with people at work?



How are iWAM reports presented?

iWAM Reports are presented in a number of formats to meet the needs of individuals and organizations:

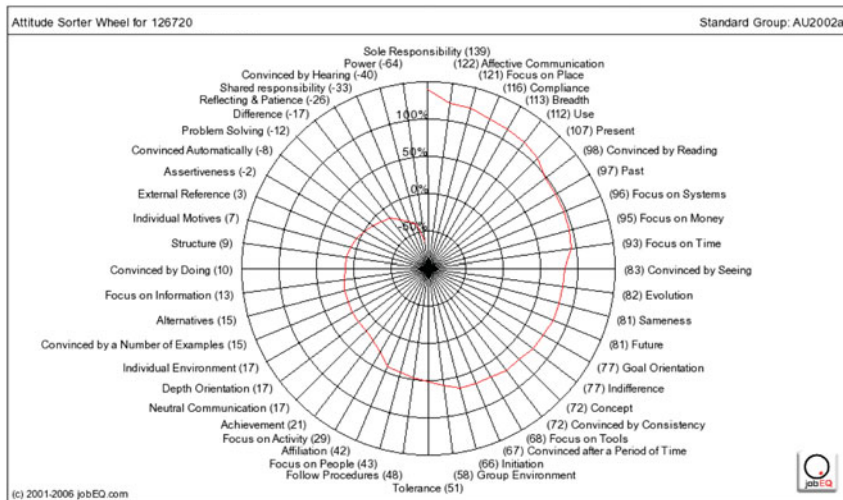
- 1. Feedback Summary** ▶ 1 page summary of individual's primary motivation patterns at work
- 2. Attitude Sorter** ▶ A 2 page summary of the individual's top ten and lowest four motivations at work.
- 3. Management Report** ▶ 14 page comprehensive detailing of individual's motivation patterns at work, role match ups, motivating and de-motivating language to use with individual.

Graphical Reports

'Every person in the world is different and to be effective a psychometric test must be able to reflect these differences'

1. Attitude Wheel

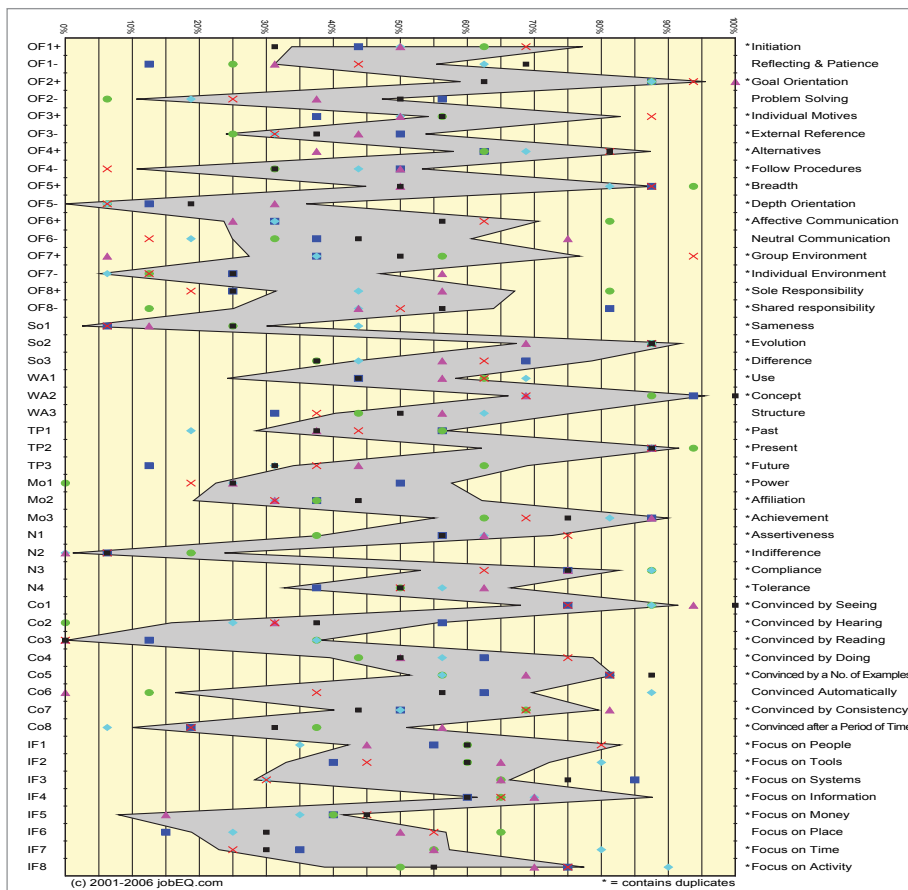
Graphically displays individual's motivations on one page, from highest to lowest and compared to the standard Australian (or other) population.



2. Team Graph

The Team Graph displays individual team member's results on one page. The greyed zig zag pattern represents the range of scores displayed by the Standard Group of the Australian workforce for each individual pattern.

The Standard group may also be engineered to represent the culture of the company or the range of scores for the highest performers in a role.



3. Team Report

This report can be used as a management and team-building tool. See at a glance the individual strengths and motivations of each team member.

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

OF1P	A.Z.	B.Y.	C.X.	D.W.	E.V.	F.U.	G.O.T.	H.S.	I.R.	J.O.Q.	K.P.	L.O.	M.N.	Percentage
					X									22%
		X												22%
			X											22%
										X				66%
					X									37%
				X										-5%
							X							37%
											X			80%
		X												-34%
			X											-5%
		X										X		-20%
												X		80%
								X						37%

iWAM takes the guesswork out of these primary HR functions:

- Who do you interview? Who do you appoint?
- How do you save company time, money and resources in recruiting?
- How do you motivate and retain staff?
- How do you assess the effectiveness of staff?
- What training/ coaching will be most targeted to increase results?
- How do you get teams to synergise and pull together?
- How do you predict the high potentials in your staff?
- How will you gauge the effectiveness of your training dollar?

Read case examples of how **iWAM** has transformed organisations at:
www.jobeq.com/results.php

Building Models of Excellence in an Organisation

Profiling and interviewing the top performers in specific roles to identify the motivations and attitudes consistently linked with success in that role.

This can then be used as a template for recruiting, performance appraisal and for coaching and training others.

Typically an organization will use a number of different tools and approaches for recruiting, performance appraisal, 360 degree evaluation, succession planning, staff development and coaching, Having a Model of excellence allows an organization to streamline and integrate these HR processes.

A Model of Excellence simplifies and integrates these three HR processes



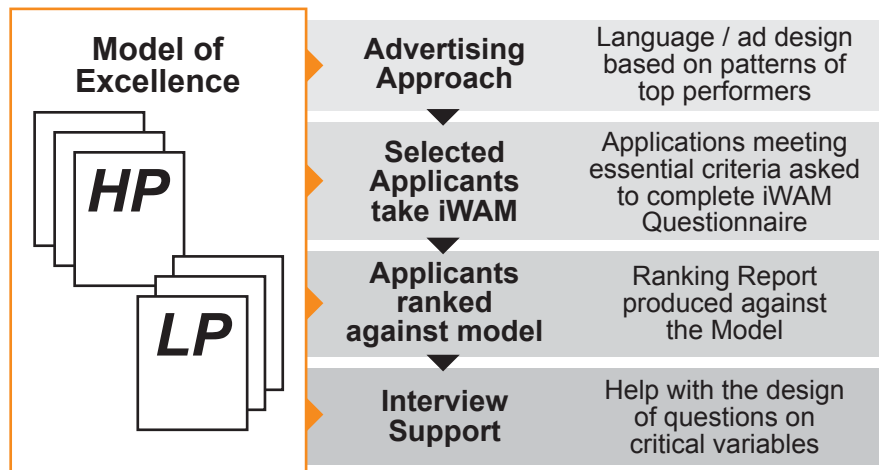
Some of the Australian companies using the iWAM technology:

IAG NZ
 BDO Accounting
 Commisure (nationwide)
 Colonial First State (nationwide)
 E Choice Home Loans
 Abigroup Constructions
 BOC Gases
 MECU
 Yarra Trams
 RTA
 Delfin Lend Lease
 Mortgage Choice
 Alliance Publishing
 BMD Constructions
 International Hotels Group
 Government Tourism NSW
 University of Newcastle Medical School
 John Holland Constructions Group

Using a Model of Excellence in Recruiting.

A Model of Excellence simplifies the Selection Process. The critical motivations and attitudes of top performers in the role are used as the template for all phases of the recruiting process. ▼

Pre-Employment Screening



More Information:

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