# iWAM - Personal Graph

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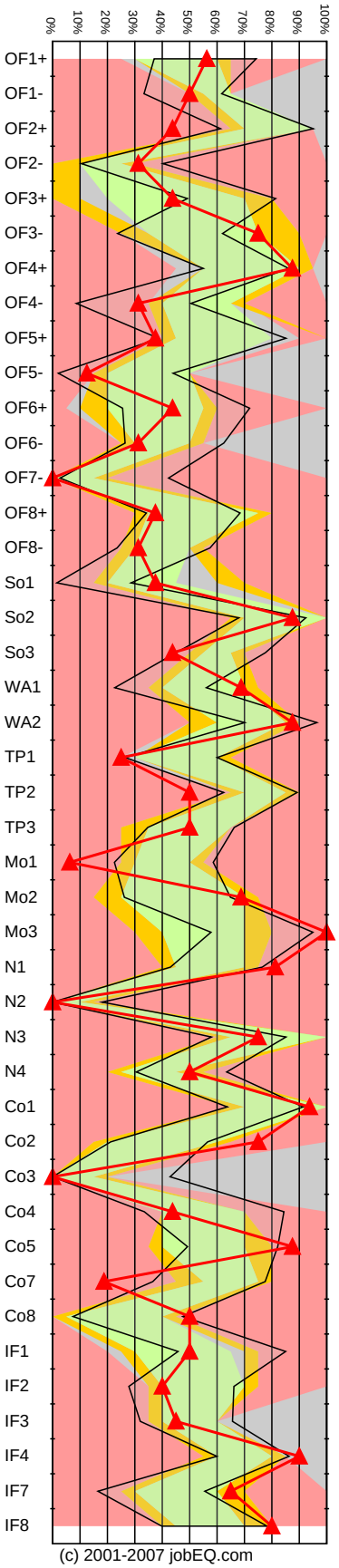
AU00010 (NZ beta - 26JAN2007)

(XYZ Model)

- not a natural fit with this pattern, requires significant coaching with this pattern
- needs strategies / some coaching with this pattern
- zone of excellent performers
- denote the zone of the national standard working population




| | rel% | | |
|---|---|---|---|
| OF1+ | 51% | Initiation | initiate. start. just do it. begin |
| OF1- | 58% | Reflecting & Patience | patience. wait. all in good time |
| OF2+ | -51% | Goal Orientation | have. get. obtain. goal. outcome |
| OF2- | 69% | Problem Solving | problems. errors. concerns. uneasy |
| OF3+ | -16% | Individual Motives | decide for yourself. it is up to you |
| OF3- | 133% | External Reference | feedback. receiving advice & guidance |
| OF4+ | 104% | Alternatives | alternatives. options. possibilities |
| OF4- | 54% | Follow Procedures | follow procedures. do it the right way |
| OF5+ | -2% | Breadth | big picture. overview. global |
| OF5- | 24% | Depth Orientation | specific. detail. precise. exact. sequence |
| OF6+ | 39% | Affective Communication | *(provide non-verbal interaction)* |
| OF6- | 13% | Neutral Communication | *(communicate only with the content)* |
| OF7- | -6% | Individual Environment | alone. private. self-sufficient. independent |
| OF8+ | 9% | Sole Responsibility | sole responsibility. in charge |
| OF8- | 22% | Shared Responsibility | share. with others. together. team |
| So1 | 132% | Sameness | same. in common. similar. alike |
| So2 | 80% | Evolution | improved. changed for the better. different yet similar |
| So3 | -3% | Difference | new. change. different. unique. switch. flip |
| WA1 | 137% | Use | take action. do. get on with it. comfort |
| WA2 | 66% | Concept | analysis. theory. philosophy. understand |
| TP1 | -4% | Past | past. history. evidence |
| TP2 | -46% | Present | here and now. in the moment |
| TP3 | 48% | Future | future. plan. foresight |
| Mo1 | -45% | Power | in command. control. authority. direct. influence. prestige |
| Mo2 | 109% | Affiliation | belong. friendship. in the group. be a member |
| Mo3 | 113% | Achievement | achieve. success. challenge. competence. competition |
| N1 | 114% | Assertiveness | tell others what to do. set the rules |
| N2 | 0% | Indifference | indifference |
| N3 | 62% | Compliance | adapt to what is needed. team player |
| N4 | 59% | Tolerance | tolerance. respect |
| Co1 | 108% | Convinced by Seeing | see. vision. look. clear |
| Co2 | 152% | Convinced by Hearing | hear. sounds like. listen |
| Co3 | 0% | Convinced by Reading | read. go through the documents |
| Co4 | 20% | Convinced by Doing | do. actions. do with |
| Co5 | 116% | Convinced by a Number of Examples | example. enough times, give enough examples |
| Co7 | -43% | Convinced by Consistency | consistent. ongoing. over and over. each time |
| Co8 | 106% | Convinced after a Period of Time | take time. enough time. over time. *take the time needed* |
| IF1 | 10% | Focus on People | people. individuals. persons. *using names* (who) |
| IF2 | 31% | Focus on Tools | tools. instruments. things (how) |
| IF3 | 38% | Focus on Systems | systems. processes. flow (whether) |
| IF4 | 114% | Focus on Information | information. data. facts. sources (why) |
| IF7 | 124% | Focus on Time | time. schedule. deadline. on-time. the clock (when) |
| IF8 | 104% | Focus on Activity | activity. tasks. actions. lively (what) |

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