



# Paired Comparison Report

July 9, 2008

## iWAM Paired Comparison Report.

Report for : **Doe Jane** (155997) and **Jones (Test) Andrew** (149191)

We compared your work organization and motivational styles for the work-context (as they show up from your answers to the iWAM® questionnaire). Here is what we found.

<p style="text-align: center;"><b>Matches</b></p> <p>You resemble each other the <b>most</b> for the following 14 attitude elements.</p>	Your score
<p><b>Evolution:</b> A person who scores high wants things to evolve over time and likes progress. <i>When one has a low score, one doesn't like this kind of continuous evolution.</i></p>	very high (133%)
<p><b>Individual Motives:</b> Persons who score high will decide for themselves. They have an internal frame of reference. <i>People who score low do not consider making their own decisions as being important. It doesn't motivate them.</i></p>	high (94%)
<p><b>Follow Procedures:</b> People who score high consider procedures to be important, especially those procedures that have proven that they work. <i>People who score low are not motivated by following a set of procedures.</i></p>	average (48%)
<p><b>Focus on Place:</b> A high Place person is concerned about the geographic or social/political position. <i>A low Place person doesn't focus on this aspect.</i></p>	low (16%)
<p><b>Sameness:</b> A person who scores high wants everything to remain the same. <i>If one scores low, stability is less important to the person.</i></p>	low (13%)
<p><b>Use:</b> A person who scores high simply begins the task; may take action without planning or thinking through the project. <i>If one scores low, taking action is less important.</i></p>	very low (-34%)
<p><b>Focus on People:</b> A high scoring person works best with people and their feelings. <i>A low score indicates a person who doesn't focus much on people, because they are more attentive to other things than people.</i></p>	average (56%)
<p><b>Breadth:</b> A person who scores high wants to understand the overview, is looking for the big picture. <i>A person with a low score has less interest for the big picture and doesn't need to know it in order to be motivated.</i></p>	average (55%)
<p><b>Individual Environment:</b> Persons who score high like to work with their door closed, in order to concentrate better. <i>For persons who score low, working alone doesn't motivate them.</i></p>	low (17%)





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<b>Difference:</b> A person who scores high must have change and prefers dramatic and radical change. <i>When one scores low, the person is not motivated by change and might even resist change and efforts aimed at change.</i>	average (54%)
<b>Focus on Information:</b> A high Information person works best with facts and knowledge. <i>A low Information person doesn't focus on facts, data and/or knowledge.</i>	average (51%)
<b>Past:</b> A person who scores high concentrates on the past and tends to be critical. <i>A person who scores low does not concentrate on the past.</i>	low (31%)
<b>Reflecting &amp; Patience:</b> A person with a high score tends to think things through. <i>A person with a low score has a limited amount of patience.</i>	high (77%)
<b>Focus on Systems:</b> A high Systems person works best with systems and processes. <i>A low score indicates little interest in those things.</i>	average (57%)

For these 14 elements, both of you score high, average, or low. The text first explains what a high score means; then (*in italics*) what a low score means. The percentages which are indicated are those of the first person in the comparison. Further down the list the differences between 2 persons will already start to become larger and thus the score of 2nd person might deviate from the percentage indicated.



<b>Differences</b>	Doe Jane (155997)	Jones (Test) Andrew (149191)
You resemble each other the <b>least</b> for the following 14 attitude elements.		
<b>Convinced by Consistency:</b> People who score high are never quite convinced. They need to get information every single time to remain somewhat convinced. <i>A low score means that consistency doesn't play a big role in convincing this person.</i>	very low (-70%)	very high (151%)
<b>Compliance:</b> People who score high need others to tell them the rules and policies. When they know the rules, they are excellent examples of what the rules define as good conduct. <i>A low score indicates that this person are not driven to be what the organization needs (as defined by the by rules and policies of the organization).</i>	very low (-52%)	very high (116%)
<b>Present:</b> A person who scores high concentrates on the present, the 'now' and tends to be practical. <i>A person who scores low does not concentrate on the present.</i>	very high (107%)	very low (-41%)
<b>Focus on Money:</b> A high score indicates a person who shows interest for money matters and ways of measuring (in order to keep score). <i>A low score indicates a person who shows little interest for money matters or measuring.</i>	very high (140%)	very high (274%)
<b>Concept:</b> A person who scores high completely develops an idea or theory; needs time to think things through. <i>If one scores low, theory is less important to that person.</i>	high (94%)	very low (-33%)
<b>Alternatives:</b> A person who scores high will always be seeking other ways. <i>A person who scores low will be less motivated to find other options.</i>	high (79%)	very low (-48%)
<b>Tolerance:</b> People who score high know the rules and policies for themselves but do not feel it is appropriate for them to impose those rules on others. <i>People who score low tend to be intolerant of the actions of others when they differ from their own.</i>	very high (125%)	low (14%)
<b>Focus on Tools:</b> A high Tools person works best with tangible tools and instruments. <i>A low score indicates low interest for those things (doesn't focus on tools &amp; instruments).</i>	average (56%)	very low (-32%)

<b>Group Environment:</b> Persons who score high want to have social contact at work. <i>Persons who score low don't consider social contact to be important.</i>	very high (147%)	average (58%)
<b>Structure:</b> A person who scores high organizes the resources; establishes lists and identifies the relationships. <i>If one scores low, the structure and the relationships between things are less important to that person.</i>	very high (115%)	low (27%)
<b>Convinced by a Number of Examples:</b> People who score high must have the data a particular number of times for them to be convinced. <i>A low score means that the number of examples doesn't play a big role in convincing this person.</i>	very high (118%)	average (36%)
<b>Initiation:</b> A person with a high score wants immediate action. <i>A person with a low score considers taking action as less important.</i>	average (51%)	very high (123%)
<b>Sole Responsibility:</b> A person who scores high thinks sole responsibility is important. <i>A person who scores low considers having sole responsibility as unimportant.</i>	high (87%)	low (17%)
<b>Convinced after a Period of Time:</b> People who score high need to have the data remain consistent for period of time for them to be convinced. <i>A low score means that a period of time doesn't play a big role in convincing this person.</i>	high (97%)	average (36%)

For those 14 elements, one of you will score significantly higher than the other.

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# Patterns w. distance > 50% : 17 | of which # may be problematic : 7

**Notes:**

- The differences and similarities for the work context won't necessarily hold for other contexts. The stereotypical example we like to give is that it is not because you want to keep everything structured at work and because you practice a clean-desk policy there, that your house will be the same. Or, it is not because you think one should follow procedures at work that you will behave in a procedural manner in your family or other relationships.

- The percentages and the scores "high", "average" and "low" printed in this report are RELATIVE scores. These scores are based on the standard group Australia 2002a [AU2002a] for Australia.