
iWAM Team Comparison Report. vEN1.21

CONFIDENTIAL

Team compared to Sales Model

This report compares the work organisation and motivational styles for the work-context (as they show up from the answers to the iWAM® questionnaire) for this team with the reference model for this function. Where the patterns are grouped together in the individual feedback report, here each of the relevant parameters is considered separately (unless noted otherwise). The green zone in each bar chart indicates the scoring area for the model of excellence. The individuals' scores are indicated by the number given to the person. 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) This report also calculated the average score for the team. The small black block near the bottom of the chart indicates the team average. The small grey blocks below the team average indicate ± 1 standard deviation for the group.


The following persons are being compared:

- 1: **A.P.C.:**(114382)
- 2: **W.D.:** (114572)
- 3: **A.C.R.:** (114596)
- 4: **M.W.C.:** (114597)
- 5: **J.F.M.:** (114598)
- 6: **R.G.R.:** (114605)
- 7: **K.N.:** (114622)
- 8: **R.J.P.:** (114623)
- 9: **R.J.C.:** (114624)
- 10: **P.A.M.:** (114920)
- 11: **S.R.P.:** (114921)
- 12: **S.D.K.:** (114923)
- 13: **W.R.M.:** (114949)
- 14: **G.P.:** (114951)
- 15: **R.J.Y.:** (114966)
- 50: **M.W.:** (116634)
- 51: **P.J.J.:** (116712)
- 52: **R.Z.:** (116721)
- 53: **S.J.:** (116839)
- 54: **G.O.:** (116895)
- 55: **J.T.P.:** (117037)
- 56: **C.S.:** (117059)
- 57: **N.K.D.:** (117090)
- 58: **C.G.M.:** (117134)
- 59: **A.G.S.:** (117135)
- 60: **D.G.L.:** (117153)
- 61: **I.L.B.:** (117178)
- 62: **P.J.N.:** (117259)
- 63: **A.P.:** (117402)
- 64: **T.P.:** (117408)
- 100: **R.H.T.:** (120537)
- 101: **J.S.:** (120563)
- 102: **R.J.M.:** (120564)
- 103: **H.R.H.:** (120586)
- 104: **C.E.L.:** (120587)
- 105: **M.M.D.:** (120589)
- 106: **P.J.S.:** (120629)
- 107: **L.W.:** (120664)
- 108: **K.A.B.:** (120728)
- 109: **C.S.:** (120729)
- 110: **G.S.M.:** (120744)
- 111: **J.S.:** (120778)
- 112: **R.D.K.:** (120804)
- 113: **B.P.L.:** (120824)
- 114: **T.G.S.:** (120852)
- 185: **S.F.:** (127163)
- 186: **N.W.:** (127165)
- 187: **R.B.:** (127198)
- 188: **Z.M.M.:** (127200)
- 189: **M. W.:** (127203)
- 190: **G.C.:** (127204)
- 191: **M.J.T.:** (127205)
- 192: **L.J.E.:** (127237)
- 193: **A.J.:** (127239)
- 194: **C.K.W.:** (127243)
- 195: **P.B.:** (127247)
- 196: **L.T.:** (127248)
- 197: **C.B.:** (127298)
- 198: **M.M.:** (127386)
- 199: **G.B.:** (127448)




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 | | | | | | | | | | | | | | | | | | | |
|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|----|----|---|---------------|---|---------|
| 108 | 30 | 6 | 59 | 7 | 4 | 1 | 8 | 23 | 11 | 13 | 70 | 3 | 38 | | | | | | |
| 143 | 46 | 42 | 87 | 9 | 18 | 5 | 26 | 10 | 24 | 29 | 20 | 85 | 12 | | | | | | |
| 157 | 120 | 68 | 109 | 14 | 34 | 15 | 27 | 16 | 25 | 50 | 22 | 117 | | | | | | | |
| 187 | 141 | 78 | 116 | 17 | 35 | 62 | 28 | 19 | 31 | 51 | 43 | 136 | | | | | | | |
| 191 | 162 | 161 | 126 | 21 | 39 | 79 | 36 | 41 | 32 | 52 | 66 | 180 | | | | | | | |
| | 193 | 168 | 164 | 40 | 45 | 103 | 37 | 49 | 33 | 53 | 72 | | | | | | | | |
| | | 188 | 189 | 57 | 48 | 129 | 44 | 60 | 47 | 56 | 82 | | | | | | | | |
| | | 192 | 196 | 58 | 54 | 142 | 55 | 77 | 63 | 61 | 125 | | | | | | | | |
| | | 194 | | 64 | 69 | 167 | 65 | 94 | 111 | 73 | 149 | | | | | | | | |
| | | | | 71 | 75 | 170 | 67 | 97 | 115 | 86 | 155 | | | | | | | | |
| | | | | 81 | 76 | | 74 | 101 | 123 | 93 | | | | | | | | | |
| | | | | 84 | 83 | | 80 | 113 | 127 | 102 | | | | | | | | | |
| | | | | 88 | 92 | | 90 | | 132 | 110 | | | | | | | | | |
| | | | | 89 | 96 | | 91 | | 134 | 118 | | | | | | | | | |
| | | | | 95 | 100 | | 98 | | 197 | 144 | | | | | | | | | |
| | | | | 99 | 104 | | 107 | | | 146 | | | | | | | | | |
| | | | | 106 | 105 | | 124 | | | 163 | | | | | | | | | |
| | | | | 112 | 119 | | 130 | | | 166 | | | | | | | | | |
| | | | | 114 | 121 | | 131 | | | 172 | | | | | | | | | |
| | | | | 122 | 133 | | 135 | | | 175 | | | | | | | | | |
| | | | | 128 | 138 | | 137 | | | 183 | | | | | | | | | |
| | | | | 139 | 147 | | 145 | | | 195 | | | | | | | | | |
| | | | | 140 | 152 | | 151 | | | 199 | | | | | | | | | |
| | | | | 148 | 177 | | 154 | | | | | | | | | | | | |
| | | | | 150 | 178 | | 158 | | | | | | | | | | | | |
| | | | | 153 | 179 | | 160 | | | | | | | | | | | | |
| | | | | 156 | 185 | | 169 | | | | | | | | | | | | |
| | | | | 159 | 198 | | 171 | | | | | | | | | | | | |
| | | | | 165 | | | 174 | | | | | | | | | | | | |
| | | | | 173 | | | 181 | | | | | | | | | | | | |
| | | | | 176 | | | 186 | | | | | | | | | | | | |
| | | | | 182 | | | 190 | | | | | | | | | | | | |
| | | | | 184 | | | | | | | | | | | | | | | |
| -6% | | | | | | | | | | | | | | | | | 98% (AVG:45%) | | |
| Distr.: | | | | 5 | 6 | 9 | 8 | 33 | 28 | 10 | 32 | 12 | 15 | 23 | 10 | 5 | 2 | 1 | (n=199) |

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

| OF1P | | | | | | | | | | | | | | | | |
|---------|--------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|---------------|
| Ref. | [Color-coded bars] | | | | | | | | | | | | | | | |
| | 193 | 46 | 58 | 30 | 5 | 6 | 14 | 1 | 2 | 16 | 10 | 11 | 20 | 12 | 3 | 180 |
| | | 143 | 78 | 120 | 9 | 7 | 17 | 4 | 15 | 19 | 24 | 22 | 51 | 13 | 38 | |
| | | 187 | 108 | 140 | 21 | 18 | 40 | 8 | 37 | 23 | 26 | 25 | 56 | 52 | 66 | |
| | | 191 | 157 | 141 | 42 | 59 | 55 | 28 | 45 | 27 | 31 | 33 | 61 | 85 | 70 | |
| | | | 162 | 161 | 48 | 68 | 57 | 34 | 62 | 29 | 32 | 47 | 72 | 146 | 136 | |
| | | | 182 | 176 | 87 | 69 | 64 | 35 | 74 | 36 | 41 | 50 | 86 | 149 | 195 | |
| | | | | 184 | 100 | 76 | 71 | 39 | 82 | 43 | 44 | 53 | 93 | | | |
| | | | | 192 | 109 | 81 | 75 | 54 | 94 | 65 | 49 | 63 | 117 | | | |
| | | | | 194 | 126 | 84 | 103 | 79 | 97 | 73 | 60 | 102 | 118 | | | |
| | | | | | 153 | 88 | 105 | 83 | 104 | 77 | 67 | 160 | 125 | | | |
| | | | | | 165 | 106 | 112 | 89 | 107 | 80 | 96 | 163 | | | | |
| | | | | | 168 | 116 | 121 | 90 | 111 | 91 | 113 | 166 | | | | |
| | | | | | 173 | 119 | 128 | 95 | 124 | 92 | 123 | 183 | | | | |
| | | | | | | 122 | 133 | 99 | 127 | 98 | 131 | | | | | |
| | | | | | | 129 | 148 | 114 | 145 | 101 | 132 | | | | | |
| | | | | | | 130 | 150 | 115 | 147 | 110 | 134 | | | | | |
| | | | | | | 164 | 156 | 138 | 152 | 144 | 135 | | | | | |
| | | | | | | 185 | 159 | 139 | 154 | 158 | 137 | | | | | |
| | | | | | | 188 | | 142 | 171 | 167 | 155 | | | | | |
| | | | | | | 189 | | 151 | 179 | 178 | 170 | | | | | |
| | | | | | | 196 | | 169 | | 181 | 172 | | | | | |
| | | | | | | | | 177 | | 198 | 174 | | | | | |
| | | | | | | | | 186 | | | 175 | | | | | |
| | | | | | | | | | | | 190 | | | | | |
| | | | | | | | | | | | 197 | | | | | |
| | | | | | | | | | | | 199 | | | | | |
| 1% | | | | | | | | | | | | | | | | 92% (AVG:47%) |
| Distr.: | 1 | 4 | 6 | 9 | 13 | 21 | 18 | 23 | 20 | 22 | 26 | 13 | 10 | 6 | 6 | 1 (n=199) |

 **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 | | | | | | | | | | | | | | | | |
|---------|-------------------|-----|-----|-----|----|-----|-----|-----|-----|----|-----|-----|-----|-----|----------------|---------|
| Ref. | [Color-coded bar] | | | | | | | | | | | | | | | |
| 82 | 38 | 12 | 3 | 5 | | 11 | 1 | 10 | 2 | | 26 | 14 | 6 | 108 | | |
| | 43 | 29 | 22 | 8 | | 13 | 16 | 21 | 4 | | 46 | 17 | 30 | 157 | | |
| | | 117 | 73 | 20 | | 23 | 18 | 25 | 7 | | 54 | 40 | 68 | | | |
| | | 155 | 110 | 53 | | 31 | 19 | 41 | 9 | | 71 | 42 | 92 | | | |
| | | | 111 | 72 | | 50 | 24 | 49 | 15 | | 78 | 45 | 96 | | | |
| | | | 115 | 85 | | 51 | 28 | 52 | 27 | | 84 | 57 | 120 | | | |
| | | | 130 | 125 | | 55 | 32 | 60 | 34 | | 87 | 59 | 141 | | | |
| | | | 144 | 127 | | 56 | 33 | 63 | 35 | | 88 | 64 | 178 | | | |
| | | | 172 | 163 | | 70 | 37 | 75 | 36 | | 104 | 89 | 188 | | | |
| | | | 199 | 175 | | 94 | 47 | 79 | 39 | | 106 | 95 | | | | |
| | | | | 183 | | 97 | 48 | 80 | 44 | | 109 | 99 | | | | |
| | | | | | | 100 | 58 | 98 | 62 | | 122 | 112 | | | | |
| | | | | | | 102 | 61 | 105 | 65 | | 126 | 114 | | | | |
| | | | | | | 118 | 66 | 107 | 67 | | 128 | 116 | | | | |
| | | | | | | 129 | 69 | 113 | 81 | | 131 | 139 | | | | |
| | | | | | | 136 | 74 | 121 | 83 | | 135 | 143 | | | | |
| | | | | | | 149 | 76 | 133 | 91 | | 147 | 148 | | | | |
| | | | | | | 166 | 77 | 140 | 137 | | 152 | 150 | | | | |
| | | | | | | 169 | 86 | 142 | 138 | | 160 | 156 | | | | |
| | | | | | | 180 | 90 | 145 | 153 | | 167 | 159 | | | | |
| | | | | | | 186 | 93 | 165 | 158 | | 179 | 161 | | | | |
| | | | | | | | 101 | 171 | 174 | | 192 | 162 | | | | |
| | | | | | | | 103 | 173 | 177 | | | 164 | | | | |
| | | | | | | | 119 | 176 | 190 | | | 168 | | | | |
| | | | | | | | 123 | 181 | 193 | | | 170 | | | | |
| | | | | | | | 124 | 185 | | | | 187 | | | | |
| | | | | | | | 132 | 195 | | | | 189 | | | | |
| | | | | | | | 134 | | | | | 191 | | | | |
| | | | | | | | 146 | | | | | 194 | | | | |
| | | | | | | | 151 | | | | | 196 | | | | |
| | | | | | | | 154 | | | | | 198 | | | | |
| | | | | | | | 182 | | | | | | | | | |
| | | | | | | | 184 | | | | | | | | | |
| | | | | | | | 197 | | | | | | | | | |
| -8% | | | | | | | | | | | | | | | 117% (AVG:54%) | |
| Distr.: | 1 | 2 | 4 | 10 | 11 | | 21 | 34 | 27 | 25 | | 22 | 31 | 9 | 2 | (n=199) |

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

| BP2 | | | | | | | | | | | | | | | | | |
|---------|--|--|-----|-----|----|-----|-----|----|-----|-----|-----|-----|-----|-----|-----|-----|---------------|
| | | | 120 | 189 | 51 | 3 | 35 | 8 | 4 | 2 | 1 | 9 | 34 | 7 | 6 | 5 | 19 |
| | | | | | 58 | 14 | 48 | 78 | 28 | 11 | 25 | 18 | 73 | 10 | 16 | 13 | 55 |
| | | | | | | 17 | 93 | 90 | 105 | 44 | 29 | 39 | 86 | 12 | 54 | 15 | 83 |
| | | | | | | 21 | 138 | | 118 | 65 | 31 | 45 | 100 | 26 | 56 | 20 | 114 |
| | | | | | | 30 | 157 | | 124 | 72 | 37 | 46 | 104 | 27 | 68 | 22 | 123 |
| | | | | | | 40 | | | 141 | 74 | 38 | 59 | 108 | 32 | 70 | 23 | |
| | | | | | | 57 | | | 143 | 89 | 49 | 62 | 116 | 36 | 80 | 24 | |
| | | | | | | 109 | | | 144 | 130 | 52 | 69 | 137 | 41 | 95 | 33 | |
| | | | | | | 112 | | | 167 | 169 | 77 | 75 | 140 | 42 | 111 | 60 | |
| | | | | | | 115 | | | 179 | 177 | 81 | 82 | 146 | 43 | 133 | 71 | |
| | | | | | | 129 | | | 185 | 198 | 87 | 84 | 153 | 47 | 134 | 76 | |
| | | | | | | 147 | | | 187 | | 96 | 91 | 175 | 50 | 145 | 79 | |
| | | | | | | 150 | | | 188 | | 103 | 92 | 178 | 53 | | 107 | |
| | | | | | | 156 | | | 193 | | 121 | 99 | 195 | 61 | | 110 | |
| | | | | | | 159 | | | 194 | | 126 | 102 | | 63 | | 148 | |
| | | | | | | 168 | | | | | 128 | 106 | | 64 | | 154 | |
| | | | | | | 186 | | | | | 151 | 113 | | 66 | | 161 | |
| | | | | | | 190 | | | | | 155 | 119 | | 67 | | 164 | |
| | | | | | | 191 | | | | | 160 | 122 | | 85 | | | |
| | | | | | | | | | | | 170 | 125 | | 88 | | | |
| | | | | | | | | | | | 176 | 127 | | 94 | | | |
| | | | | | | | | | | | 183 | 131 | | 97 | | | |
| | | | | | | | | | | | 184 | 132 | | 98 | | | |
| | | | | | | | | | | | 199 | 139 | | 101 | | | |
| | | | | | | | | | | | | 149 | | 117 | | | |
| | | | | | | | | | | | | 163 | | 135 | | | |
| | | | | | | | | | | | | 166 | | 136 | | | |
| | | | | | | | | | | | | 171 | | 142 | | | |
| | | | | | | | | | | | | 173 | | 152 | | | |
| | | | | | | | | | | | | 174 | | 158 | | | |
| | | | | | | | | | | | | 180 | | 162 | | | |
| | | | | | | | | | | | | 181 | | 165 | | | |
| | | | | | | | | | | | | 182 | | 172 | | | |
| | | | | | | | | | | | | | | 192 | | | |
| | | | | | | | | | | | | | | 196 | | | |
| | | | | | | | | | | | | | | 197 | | | |
| -14% | | | | | | | | | | | | | | | | | 94% (AVG:40%) |
| Distr.: | | | 1 | 1 | 2 | 19 | 5 | 3 | 15 | 11 | 24 | 33 | 14 | 36 | 12 | 18 | 5 (n=199) |



Goal Orientation A person who scores high considers goals important. A person who scores low thinks of goals as unimportant.

| OF2P | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---------|--|--|-----|----|---|-----|-----|-----|-----|---|-----|-----|-----|-----|----|-----|-----|-----|-----|----|--|--|--|--|--|---------|---------------|
| Ref. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 120 | 93 | | 190 | 3 | 8 | 51 | | 2 | 34 | 1 | 25 | | 5 | 9 | 12 | 18 | | | | | | | | |
| | | | 109 | | | | 4 | 14 | 124 | | 21 | 49 | 37 | 31 | | 6 | 10 | 13 | 19 | | | | | | | | |
| | | | | | | | 58 | 17 | 138 | | 28 | 74 | 52 | 39 | | 7 | 29 | 15 | 20 | | | | | | | | |
| | | | | | | | 147 | 30 | 157 | | 38 | 87 | 78 | 45 | | 11 | 42 | 16 | 22 | | | | | | | | |
| | | | | | | | | 35 | 168 | | 44 | 90 | 91 | 54 | | 26 | 61 | 43 | 23 | | | | | | | | |
| | | | | | | | | 40 | 186 | | 48 | 143 | 108 | 59 | | 27 | 64 | 46 | 24 | | | | | | | | |
| | | | | | | | | 57 | 189 | | 62 | 169 | 116 | 81 | | 32 | 66 | 47 | 33 | | | | | | | | |
| | | | | | | | | 112 | 191 | | 65 | 177 | 125 | 84 | | 41 | 67 | 55 | 36 | | | | | | | | |
| | | | | | | | | 115 | | | 72 | 181 | 139 | 85 | | 60 | 68 | 71 | 50 | | | | | | | | |
| | | | | | | | | 129 | | | 187 | 183 | 141 | 88 | | 63 | 70 | 73 | 53 | | | | | | | | |
| | | | | | | | | 150 | | | 188 | 198 | 146 | 89 | | 92 | 79 | 75 | 56 | | | | | | | | |
| | | | | | | | | 156 | | | | | 170 | 94 | | 97 | 80 | 82 | 69 | | | | | | | | |
| | | | | | | | | 159 | | | | | 174 | 96 | | 127 | 86 | 83 | 76 | | | | | | | | |
| | | | | | | | | 167 | | | | | 180 | 104 | | 130 | 98 | 100 | 77 | | | | | | | | |
| | | | | | | | | 179 | | | | | 194 | 118 | | 131 | 99 | 107 | 95 | | | | | | | | |
| | | | | | | | | | | | | | 195 | 126 | | 133 | 105 | 117 | 101 | | | | | | | | |
| | | | | | | | | | | | | | | 132 | | 142 | 113 | 121 | 102 | | | | | | | | |
| | | | | | | | | | | | | | | 158 | | 144 | 119 | 128 | 103 | | | | | | | | |
| | | | | | | | | | | | | | | 163 | | 149 | 137 | 135 | 106 | | | | | | | | |
| | | | | | | | | | | | | | | 171 | | 155 | 140 | 136 | 110 | | | | | | | | |
| | | | | | | | | | | | | | | 172 | | 160 | 151 | 145 | 111 | | | | | | | | |
| | | | | | | | | | | | | | | 184 | | 165 | 152 | 148 | 114 | | | | | | | | |
| | | | | | | | | | | | | | | 193 | | 175 | 161 | 153 | 122 | | | | | | | | |
| | | | | | | | | | | | | | | | | 178 | 197 | 154 | 123 | | | | | | | | |
| | | | | | | | | | | | | | | | | 182 | | 162 | 134 | | | | | | | | |
| | | | | | | | | | | | | | | | | 185 | | 164 | | | | | | | | | |
| | | | | | | | | | | | | | | | | 196 | | 166 | | | | | | | | | |
| | | | | | | | | | | | | | | | | 199 | | 173 | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | 176 | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | 192 | | | | | | | | | |
| -5% | | | | | | | | | | | | | | | | | | | | | | | | | | | 98% (AVG:46%) |
| Distr.: | | | | 1 | 2 | | 1 | 4 | 15 | 8 | | 11 | 11 | 16 | 23 | | 28 | 24 | 30 | 25 | | | | | | (n=199) | |



Problem Solving A person who scores high is focused on problems that may arise and is motivated by getting them out of the way. A person who scores low may be demotivated by having to tackle problems.

| OF2M | | | | | | | | | | | | | | | | | | |
|---------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-----|-----|--|--|----------------|
| Ref. | | | | | | | | | | | | | | | | | | |
| | 5 | 6 | 15 | 7 | 4 | 2 | 1 | 28 | 18 | 3 | 14 | 77 | 21 | 120 | 189 | | | |
| | 54 | 13 | 20 | 16 | 10 | 36 | 8 | 31 | 46 | 11 | 17 | 105 | 51 | | | | | |
| | 55 | 19 | 22 | 23 | 12 | 44 | 9 | 35 | 69 | 29 | 30 | 144 | | | | | | |
| | 60 | 34 | 27 | 24 | 39 | 45 | 25 | 75 | 82 | 90 | 40 | 185 | | | | | | |
| | 83 | 79 | 33 | 26 | 43 | 47 | 37 | 81 | 89 | 106 | 48 | 186 | | | | | | |
| | | 85 | 62 | 32 | 56 | 49 | 52 | 109 | 102 | 130 | 57 | | | | | | | |
| | | 88 | 63 | 38 | 59 | 50 | 73 | 143 | 122 | 141 | 58 | | | | | | | |
| | | 94 | 68 | 41 | 67 | 53 | 74 | 160 | 138 | 147 | 78 | | | | | | | |
| | | 114 | 70 | 42 | 87 | 65 | 92 | 166 | 151 | 176 | 103 | | | | | | | |
| | | 123 | 71 | 61 | 95 | 72 | 96 | 173 | 155 | 194 | 112 | | | | | | | |
| | | 133 | 76 | 64 | 98 | 84 | 99 | 184 | 157 | | 115 | | | | | | | |
| | | 148 | 80 | 66 | 111 | 86 | 100 | 187 | 190 | | 118 | | | | | | | |
| | | 154 | 97 | 91 | 134 | 93 | 101 | 199 | | | 121 | | | | | | | |
| | | 161 | 107 | 104 | 135 | 117 | 113 | | | | 128 | | | | | | | |
| | | | 108 | 125 | 139 | 124 | 119 | | | | 129 | | | | | | | |
| | | | 110 | 145 | 162 | 132 | 126 | | | | 150 | | | | | | | |
| | | | 116 | 152 | 167 | 136 | 127 | | | | 156 | | | | | | | |
| | | | 142 | 165 | 171 | 137 | 131 | | | | 159 | | | | | | | |
| | | | 146 | 174 | 175 | 140 | 149 | | | | 168 | | | | | | | |
| | | | 158 | 180 | 178 | 163 | 153 | | | | 191 | | | | | | | |
| | | | 164 | | 179 | 192 | 169 | | | | 193 | | | | | | | |
| | | | 172 | | 183 | | 170 | | | | | | | | | | | |
| | | | 181 | | 197 | | 177 | | | | | | | | | | | |
| | | | 195 | | | | 182 | | | | | | | | | | | |
| | | | 196 | | | | 188 | | | | | | | | | | | |
| | | | | | | | 198 | | | | | | | | | | | |
| 9% | | | | | | | | | | | | | | | | | | 116% (AVG:62%) |
| Distr.: | 5 | 14 | 25 | 20 | 23 | 21 | 26 | 13 | 12 | 10 | 21 | 5 | 2 | 1 | 1 | | | (n=199) |



Evaluation Reference (combines Internal Motives & external satisfiers): A person who scores high wants to decide for themselves and they provide their own motivation. *A person who scores low prefers (or needs) motivation and decisions from external sources.*

| BP3 | | | | | | | | | | | | | | | | | | |
|---------|--|--|--|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|---------------|
| | | | | | | | | | | | | | | | | | | |
| | | | | 45 | 27 | 39 | 41 | 5 | 8 | 19 | 6 | 1 | 9 | 3 | 7 | 15 | 99 | |
| | | | | 91 | 42 | 122 | 75 | 82 | 32 | 63 | 11 | 2 | 10 | 13 | 22 | 36 | 117 | |
| | | | | 194 | 46 | 130 | 78 | 86 | 34 | 81 | 12 | 4 | 20 | 14 | 24 | 48 | | |
| | | | | | 108 | 133 | 144 | 102 | 38 | 88 | 18 | 21 | 26 | 16 | 25 | 49 | | |
| | | | | | 162 | 143 | 146 | 116 | 62 | 134 | 43 | 35 | 29 | 17 | 33 | 105 | | |
| | | | | | | 157 | 184 | 120 | 79 | 139 | 54 | 44 | 31 | 23 | 47 | 136 | | |
| | | | | | | 169 | | 158 | 83 | 181 | 55 | 69 | 37 | 28 | 52 | 149 | | |
| | | | | | | 179 | | 172 | 90 | 185 | 58 | 72 | 51 | 30 | 68 | 163 | | |
| | | | | | | | | 175 | 92 | 186 | 66 | 85 | 53 | 40 | 73 | 189 | | |
| | | | | | | | | 187 | 94 | 190 | 74 | 96 | 64 | 50 | 89 | 195 | | |
| | | | | | | | | 193 | 97 | | 87 | 98 | 70 | 56 | 111 | | | |
| | | | | | | | | 198 | 104 | | 100 | 118 | 77 | 57 | 137 | | | |
| | | | | | | | | | 123 | | 103 | 128 | 80 | 59 | 154 | | | |
| | | | | | | | | | 127 | | 110 | 138 | 84 | 60 | 176 | | | |
| | | | | | | | | | 129 | | 114 | 152 | 101 | 61 | 188 | | | |
| | | | | | | | | | 142 | | 115 | 153 | 106 | 65 | | | | |
| | | | | | | | | | 170 | | 119 | 160 | 121 | 67 | | | | |
| | | | | | | | | | 177 | | 125 | 196 | 124 | 71 | | | | |
| | | | | | | | | | 178 | | 131 | | 126 | 76 | | | | |
| | | | | | | | | | | | 147 | | 132 | 93 | | | | |
| | | | | | | | | | | | 161 | | 135 | 95 | | | | |
| | | | | | | | | | | | 165 | | 141 | 107 | | | | |
| | | | | | | | | | | | 171 | | 145 | 109 | | | | |
| | | | | | | | | | | | 180 | | 148 | 112 | | | | |
| | | | | | | | | | | | | | 151 | 113 | | | | |
| | | | | | | | | | | | | | 164 | 140 | | | | |
| | | | | | | | | | | | | | 167 | 150 | | | | |
| | | | | | | | | | | | | | 173 | 155 | | | | |
| | | | | | | | | | | | | | 174 | 156 | | | | |
| | | | | | | | | | | | | | 182 | 159 | | | | |
| | | | | | | | | | | | | | 197 | 166 | | | | |
| | | | | | | | | | | | | | 199 | 168 | | | | |
| | | | | | | | | | | | | | 183 | | | | | |
| | | | | | | | | | | | | | 191 | | | | | |
| | | | | | | | | | | | | | 192 | | | | | |
| -33% | | | | | | | | | | | | | | | | | | 97% (AVG:31%) |
| Distr.: | | | | 3 | 5 | 8 | 6 | 12 | 19 | 10 | 24 | 18 | 32 | 35 | 15 | 10 | 2 | (n=199) |



Individual Motives Persons who score high will decide for themselves. They have an internal frame of reference. *People who score low do not consider making their own decisions as being important. It doesn't motivate them.*

| OF3P | | | | | | | | | | | | | | | |
|---------|--|--|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|---------------|
| Ref. | | | | | | | | | | | | | | | |
| | | | 27 | 90 | 45 | 5 | 11 | 19 | 1 | 2 | 9 | 7 | 4 | 13 | 47 |
| | | | 42 | 97 | 46 | 8 | 41 | 21 | 3 | 10 | 12 | 16 | 14 | 15 | 65 |
| | | | 91 | 122 | 83 | 39 | 58 | 38 | 6 | 18 | 23 | 33 | 17 | 22 | 73 |
| | | | 130 | 169 | 88 | 94 | 82 | 62 | 20 | 35 | 26 | 49 | 25 | 24 | 117 |
| | | | 184 | 194 | 92 | 139 | 102 | 66 | 28 | 43 | 29 | 54 | 30 | 36 | 136 |
| | | | | | 134 | 144 | 108 | 77 | 32 | 55 | 31 | 67 | 40 | 37 | |
| | | | | | 146 | 186 | 115 | 96 | 34 | 60 | 51 | 76 | 44 | 68 | |
| | | | | | 158 | | 120 | 100 | 50 | 72 | 52 | 85 | 48 | 95 | |
| | | | | | 171 | | 125 | 103 | 69 | 74 | 53 | 99 | 57 | 113 | |
| | | | | | 178 | | 127 | 110 | 75 | 78 | 56 | 114 | 70 | 148 | |
| | | | | | 179 | | 129 | 116 | 79 | 80 | 59 | 126 | 71 | 152 | |
| | | | | | 187 | | 133 | 131 | 86 | 84 | 61 | 140 | 89 | 154 | |
| | | | | | | | 143 | 135 | 104 | 101 | 63 | 145 | 93 | 176 | |
| | | | | | | | 157 | 162 | 106 | 123 | 64 | 149 | 111 | 195 | |
| | | | | | | | 165 | 170 | 107 | 124 | 81 | 155 | 112 | | |
| | | | | | | | 175 | 172 | 109 | 128 | 87 | 166 | 121 | | |
| | | | | | | | 190 | 177 | 118 | 151 | 98 | | 132 | | |
| | | | | | | | 198 | 181 | 119 | 153 | 105 | | 137 | | |
| | | | | | | | | 193 | 142 | 167 | 138 | | 150 | | |
| | | | | | | | | | 183 | 196 | 141 | | 156 | | |
| | | | | | | | | | 185 | | 147 | | 159 | | |
| | | | | | | | | | 199 | | 160 | | 163 | | |
| | | | | | | | | | | | 161 | | 173 | | |
| | | | | | | | | | | | 164 | | 182 | | |
| | | | | | | | | | | | 168 | | 188 | | |
| | | | | | | | | | | | 174 | | 189 | | |
| | | | | | | | | | | | 180 | | | | |
| | | | | | | | | | | | 191 | | | | |
| | | | | | | | | | | | 192 | | | | |
| | | | | | | | | | | | 197 | | | | |
| -41% | | | | | | | | | | | | | | | 89% (AVG:23%) |
| Distr.: | | | 5 | 5 | 12 | 7 | 18 | 19 | 22 | 20 | 30 | 16 | 26 | 14 | 5 (n=199) |

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.
- If a person falls into the **green zone** this means that the person corresponds to the reference model for this attitude element.
- If the score falls into the **orange zone** this means the person falls out of the zone of excellence, but the difference between the person and the model of reference should be manageable (e.g. through coaching).
- If a person's score falls into the **red zone**, the difference in score between the person and the model of reference is a counter-indication.
- If the score falls into the **grey zone**, we don't know what the effect is, and cannot describe the link between the person and the model of reference.

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