

iWAM Profile Motivating Language.

To motivate this person, use the following language:







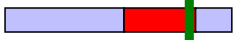








<> Where the percentage is higher than 70%, **use** the words that follow.

<> Where the percentage is lower than 30%, **avoid** the words that follow.




(For lines in italics, use this behavior if percentage is higher than 70%, avoid if lower than 30%)

Note: The percentages in this section are related to the standard group (Belgium - BE2000_). The **green line** indicates the score of the individual, the **red part** of the bar indicates the standard group and the **blue area** is outside the standard group.




Operating Factors:

Initiation	58%	initiate. start. just do it. begin	
Reflecting & Patience	60%	patience. wait. all in good time	
Goal Orientation	-64%	have. get. obtain. goal. outcome	
Problem Solving	204%	problems. errors. concerns. uneasy	
Individual Motives	-11%	decide for yourself. it is up to you	
External Reference	33%	feedback. receiving advice & guidance	
Alternatives	91%	alternatives. options. possibilities	
Follow Procedures	101%	follow procedures. do it the right way	
Breadth	-16%	big picture. overview. global	
Depth Orientation	142%	specific. detail. precise. exact. sequence	
Affective Communication	47%	<i>(provide non-verbal interaction)</i>	
Neutral Communication	52%	<i>(communicate only with the content)</i>	
Group Environment	55%	others. contact with people	
Individual Environment	88%	alone. private. self-sufficient. independent	
Sole Responsibility	12%	sole responsibility. in charge	
Shared Responsibility	28%	share. with others. together. team	




The need for change:

Sameness	216%	same. in common. similar. alike	
Evolution	14%	improved. changed for the better. different yet similar	
Difference	7%	new. change. different. unique. switch. flip	




Distribution of energy:

Use	29%	take action. do. get on with it. comfort	
Concept	-34%	analysis. theory. philosophy. understand	
Structure	0%	organize. relationship between the parts. structure. the plan	





Orientation in time:

Past	55%	past. history. evidence	
Present	71%	here and now. in the moment	
Future	56%	future. plan. foresight	

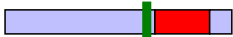







Basic motivation:

Power	43%	in command. control. authority. direct. influence. prestige	
Affiliation	105%	belong. friendship. in the group. be a member	
Achievement	101%	achieve. success. challenge. competence. competition	

Respect for the norms:

Assertiveness	-30%	tell others what to do. set the rules	
Indifference	169%	indifference	
Compliance	15%	adapt to what is needed. team player	
Tolerance	72%	tolerance. respect	

To be convinced, needs to:

Convinced by Seeing	-14%	see. vision. look. clear	
Convinced by Hearing	60%	hear. sounds like. listen	
Convinced by Reading	14%	read. go through the documents	
Convinced by Doing	40%	do. actions. do with	
Convinced by a Number of Examples	-17%	example. enough times, give enough examples	
Convinced Automatically	8%	assume. automatic. take for granted. decide fast	
Convinced by Consistency	82%	consistent. ongoing. over and over. each time	
Convinced after a Period of Time	153%	take time. enough time. over time. <i>take the time needed</i>	



To feel successful, needs to work with:

(The word between brackets shows which question you have to answer, when giving this person a task.)

Focus on People	-1%	people. individuals. persons. <i>using names</i> (who?)	
Focus on Tools	146%	tools. instruments. things (how?)	
Focus on Systems	40%	systems. processes. flow (whether?)	
Focus on Information	69%	information. data. facts. sources (why?)	
Focus on Money	106%	budget. money. finance (how much?)	
Focus on Place	-26%	place. position. location (where?)	
Focus on Time	37%	time. schedule. deadline. on-time. the clock (when?)	
Focus on Activity	-12%	activity. tasks. actions. lively (what?)	