

Extended DISC® (eDISC®) and Inventory for Work Attitude and Motivation (iWAM®) personal analysis profile tools are both excellent starting points for performance coaching as over **85%** of successful performance at work and in life is based on your ability to know yourself and work with people. The information generated from these online self-assessments creates a combination of visual aids and descriptors to highlight key areas, promote discussion and encourage reflective practice. The main benefits are then discovered during a facilitated coaching session by a professionally accredited eDISC® or iWAM® coach where information is deconstructed through powerful questions to promote clarity on work-based opportunities, areas for development, current stressors and ensures the performance coaching process is transformational. It is worth comparing both profile tools to discover which meets you and your business requirements.

Extended DISC® (eDISC®) Profile Tool

Inventory for Work Attitude and Motivation (iWAM®) Profile Tool

What is the focus area? **Behaviour:** *“the way in which one acts or conducts oneself, especially towards others”* Oxford Dictionary.

Motivation: *“A reason or reasons for acting or behaving in a particular way”*

Attitude: *“A settled way of thinking or feeling about something”* Oxford Dictionary.

What does the profile compare? eDISC® compares natural behaviour style against current behaviour exhibited at work.

iWAM® compares the deeper level characteristics of motivation and attitudes at work against a standard set of norms.

What does the profile identify? eDISC® identifies behavioural strengths to capitalise upon and areas of development to improve.

Identified key motivators and attitudes to capitalise upon and areas to develop.

How is the profile tool used in performance coaching? eDISC® provides a starting point to explore behaviour, this can then lead to the examination of deeper values and beliefs that support transformational change.

iWAM® provides a deeper level starting point to examine individual motivations and attitudes at work to facilitate transformational change.

Performance coaching involves behaviour change where behavioural strategies are realigned to maximise performance.

Performance coaching involves changes in individual motivations and attitudes to optimise results.

Which profile tool works best for me individually? eDISC® supports individuals in the following areas: career development and progression, career transition, behaviour change

iWAM® supports individuals in the following areas: career development and progression, career transition, entrepreneurs

Which profile tool works best for my company? eDISC® supports organizations at the individual, pair or team level in the following areas: behavioural change, cultural change, team building, professional development, communication skills

iWAM® supports organizations at the individual, pair or team level in the following areas: recruitment, training, team building, professional development, communications skills, coaching

What companies use the profile tool? Over 40 million people and 70% of the Fortune 500 companies have used eDISC® to improve performance, communication and teamwork.

Toyota, BOC Gas, BMW, Fox Sports, XstrataCoal, Ford Motor Company, Lincoln Industrial, Dutch Police Force