

Comparing the iWAM to MBTI and DISC

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This article is written for HR professionals, consultants, and other users of psychological testing. The article responds to several frequently asked questions concerning the comparison of iWAM (and metaprograms) to the Myers Briggs Type Indicator or DISC assessments.¹

How iWAM is different from the MBTI

The first major difference between these assessments is their *age*. Since iWAM was developed as recently as 2000, it incorporates the latest findings in cognitive science to measure work attitude and motivation, while the Myers-Briggs Type Indicator (MBTI) dates back to 1943. MBTI is based on the old theory of personality types introduced by Jung in 1922. The iWAM is a more modern tool.

Another difference is their *philosophical foundation*. MBTI was created to measure an individual's personality. The concept of "Personality," however, presupposes that a person will react the same way in every situation—an idea that was proven incorrect by cognitive psychologists in the 1980s. iWAM, on the other hand, measures a person's preferences and motivations in the *context* of work. It describes what factors influence and motivate people the most, while allowing for individual circumstances.

As you can read in books such as *Gifts Differing* (Myers & Myers, 1980), MBTI only measures four pairs of patterns: Extraversion vs. Introversion; Sensing vs. Intuitive; Thinking vs. Feeling; and Perception vs. Judgment. By combining these four traits, people are then categorized into one of just 16 groups.

iWAM is specific to the work context, measures 48 patterns, and describes a person's preferences, without putting them into a category. While MBTI might be useful in teaching people that not everybody is the same, iWAM will show exactly how two people differ and will be precise at explaining the consequences of these differences at work. Hence, iWAM is much better suited than the MBTI to applications involving pre-employment testing, coaching, or team-building.

How iWAM is different from DISC

DISC is based on the book *Emotions of Normal People* by William Moulton Marston. The book was published around 1928. Essentially, DISC distinguishes between four patterns considered "primary emotions." The four patterns are called Dominance, Inducement, Compliance, and Submission (DISC).

There are two major differences between the iWAM and DISC. First, the DISC only describes four patterns; the iWAM has forty-eight. Second, because the DISC survey is primarily a personality assessment, it does not take the context into account.

iWAM takes into account the fact that every person is unique. So, instead of putting people into one of just four categories, iWAM distinguishes between and among 48 NLP metaprogram patterns in the specific context of work. In addition, the iWAM can explain how these patterns both influence and are influenced by emotions. The result is that iWAM is not only better at predicting work performance, but also reflects the vast array of differences between and among human beings. The iWAM, for example, provides more possible combinations of results than there are people on Earth!

¹ For more in-depth answers detailing various advantages of iWAM, we have added links to several other pages on the jobEQ web site (www.jobeq.com). If you are using Microsoft Word to read this article, simply hold down the Control (Ctrl) button and left click the mouse on the URL above or the links on the next page.

More on the iWAM (from the jobEQ web site)

There is additional information about the iWAM on the jobEQ web site. The following contain links to various articles.

- The following link provides [more comparative information about the iWAM](#).
- Conceptually, the [metaprogram categories](#), on which iWAM is based, also have a long history. Some can even be traced back to Carl Jung. The historical roots of the [NLP metaprograms](#) can be found on the page discussing [NLP research and science](#).
- iWAM allows you to [hire for attitude](#). Using iWAM helps you [predict employee success reliably](#) using jobEQ's [Model of Excellence technology](#). Thus, iWAM becomes the right tool to [optimize your recruiting approach](#). The iWAM serves candidates better, too, because attitude is important for [career choices](#).
- For jobEQ, iWAM is just one of the building blocks of our [HR testing suite](#), which is aimed at covering the entire range of the [thinking process](#). In addition to work attitude and motivation assessment, we also offer [value systems testing](#) and [competence testing applications](#) (including [emotional intelligence testing](#)).
- To learn more about iWAM certification, contact [The Institute](#).