AEPHORIA
IDENTITY MAP (AIM)

A world-first integration of personality and stage assessments using the Enneagram and Adult Development Theory

PURPOSE

We all travel more efficiently using maps. Maps provide a good idea of what you can expect on your journey, and increase your chances of arriving at your desired destination.

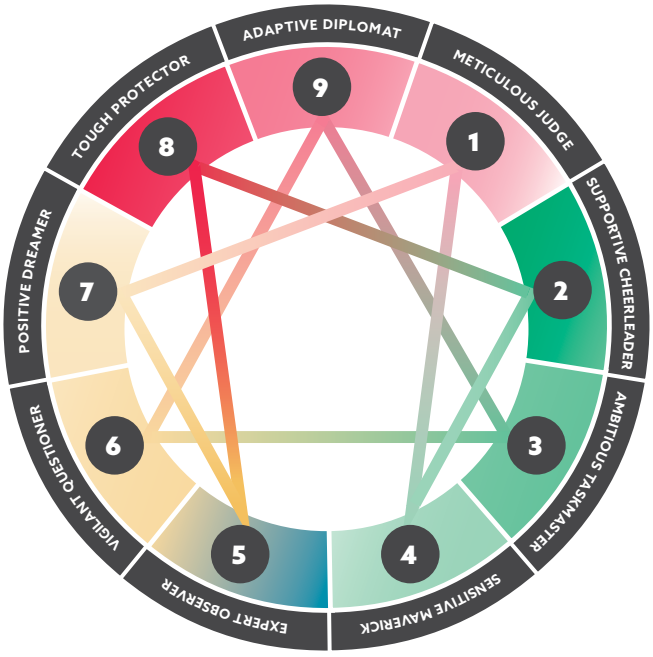
Assessments are similar: they point to aspects of your inner world so that you can better understand yourself. Assessments build a language that you can use to communicate your inner world more effectively. This means you have a greater chance of showing up in the way that you want to: at work, at home, and in life.

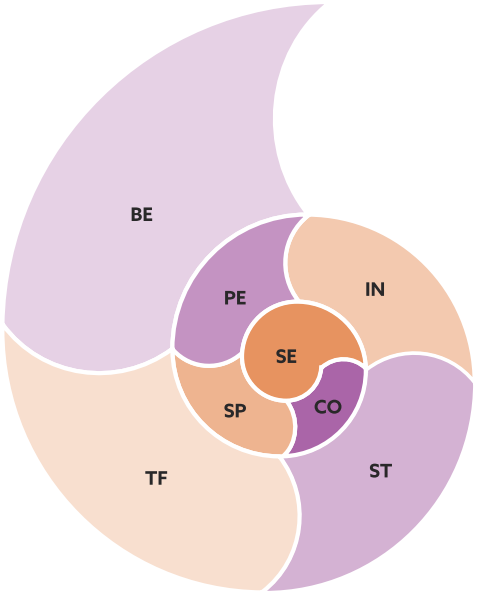
BENEFITS

TWO ASSESSMENTS IN ONE

Personality and motivation assessment using the Enneagram

The Identity Maturation framework (IMf) which measures the stage of development a person is at





Together, the Enneagram and the IMf reveal a map of the self within the boundaries of a person's maturity. This allows the practitioner to work in a more refined way with the intersection of personality, motivation and stage of development for a more personalized and less stereotyped map that supports growth and development.

SE **SELF-PROTECTING**
MY IDENTITY IS MY NEEDS AND WANTS

CO **CONFORMING**
MY IDENTITY IS WHAT MY GROUP WANTS

SP **SPECIALISING**
MY IDENTITY IS MY PROFESSIONAL KNOWLEDGE

PE **PERFORMING**
MY IDENTITY IS THE OUTCOMES I CREATE

IN **INTERNALISING**
MY FEELINGS ARE BALANCING ME

ST **STRATEGISING**
A SYSTEM IS BALANCING ME

TF **TRANSFORMING**
WHO I AM IS BALANCING ME

BE **BEING**
I AM JUST BEING

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BENEFITS

COLLECTS RICH, QUALITATIVE DATA

AIM collects qualitative data through a sentence completion process to provide powerful indicators about what is happening in a person's life. The completed sentences can also be used as a way to structure coaching. Critically, the assessment reveals how a person is relating to their environment. It provides an existential lens into their life and context.

POTENT INSIGHTS

Multiple report options allow the coach to select a fit-for-purpose report to maximize insight. Individual AIM assessments can be aggregated to provide insights on a couple, a team, a division or an organization. Aggregations of AIM profiles shine a powerful light onto an organisation's culture. This can reveal how change can work in a system.

TIME-EFFECTIVE

Aephoria's Enneagram assessment includes only 24 questions. The sentence-completion assessment has 15 sentences to complete. This means that our assessment takes less time to complete. The assessment has been structured to save time without sacrificing validity and reliability.

VALUE FOR MONEY

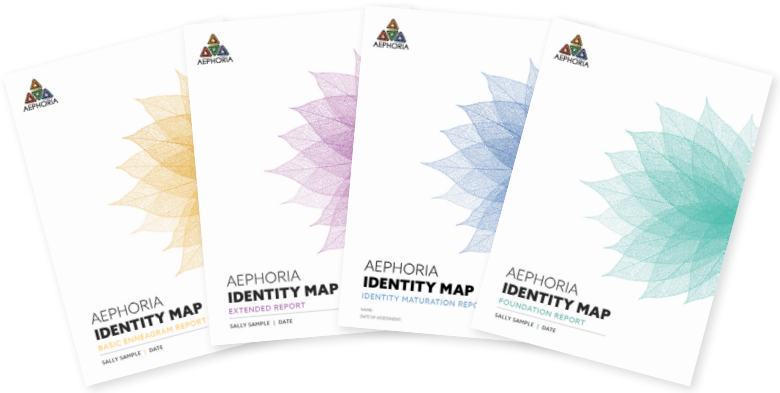
AIM is highly cost-effective while being rigorous, valid and reliable. This allows HR, leadership development practitioners and coaches to use the IMf for pre- and post-intervention measurement of maturity shifts. This helps track the 'success' of an intervention to provide a concrete view of ROI.

ASSESSMENTS & REPORTS

Our report suite includes:

- **Basic Enneagram report**
- **Basic Maturity report**
- **Foundation report** (reports on Enneagram and Maturity)
- **Extended report** (integrates Enneagram and Maturity but with a greater focus on maturity)
- **Couples report**
- **Team and organisational reports**

Our assessments are available in multiple languages with easy toggle functionality to ensure valid and reliable results.



HOW CAN YOU BE ACCREDITED TO USE AIM?

We offer accreditation for coaches in:

LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4
The use of the Enneagram	Identity Maturation Framework (IMF)	AIM for use with teams	Facilitating using AIM

In support of the quality and standard of application of the AIM assessment and methodologies, we offer free twice-monthly group supervision sessions for our accredited practitioners.

Become a member of our fast-growing community of global coaches, therapists and human resource practitioners.

Our programmes are bespoke, IEA-accredited and ICF-aligned.

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CLIENT REVIEWS

TODD IARUSSI
RHINOMIND COACHING
USA

The AIM assessment has created a powerful impact on coaching engagements thus far, opening clients to the idea of themselves on personal and leadership development journeys. It has been a great complement to 360 feedback and their own career aspirations. I can't recommend the AIM and the Aephoria accreditation training enough, as well as the support from the people at Aephoria that comes along with them.

I am grateful for their wisdom and inspiring offerings to the world of leadership development in organizations.

PATRICIA WEIJZEN
FUTURE LEAD
HUNGARY,
NETHERLANDS,
SOUTH AFRICA

The AIM assessments are inextricably linked with my developmental leadership coaching journeys: the combo of the enneagram personality system and the maturity levels offers a mirror and a map which aids a unique and powerful entrance into the inner world of the client. I have not met a client that is not blown away by the accurate, revealing and often sharp, pointy description of themselves. They re-visit the reports many times over the course of the coaching program and the discoveries and insights support their new narratives.

JESSICA BRONZERT
FOUNDER, SPARKS
GROUP USA

We are thrilled to have found Aephoria as a partner to bring the Enneagram and Maturity to our clients. As a firm, they are fun, flexible, and responsive, and we appreciate the ability to offer a variety of report formats depending on client needs.
They worked with us to create a dedicated certification program for our bench, and the feedback was terrific.
We have nothing but positive things to say about Aephoria, their certification programs, and their assessments.

If you would like more information about the AIM tool or our accreditation programmes, please have a look at our website **www.aephoria.co.za** or mail us at **hello@aephoria.co.za.**