



THE AEPHORIA IDENTITY MAP (AIM)

TARGET AUDIENCE

Leaders can take the AIM at any time.

SPECIAL FEATURES

Discover your **stage of development** and **intrinsic motivations** and what they mean for your leadership.

The Aephoria Identity Map (AIM), an assessment that combines the Enneagram and the Identity Maturation Framework (IMf), explores a leader's development and maturity through the lens of their personality to build awareness and support growth. It provides a framework to deeply investigate the 'why' behind displayed behaviors or resistance, allowing for breakthrough solutions. Insight into individual motivators and drivers allows for deeper, faster change, customized development journeys, and effective, sustainable transformation.

The AIM is the only integrated horizontal and vertical development tool of this type available today.

OUTPUT

Leaders will receive a debrief that highlights:

- Motivations
- Instincts
- Stage(s) of Development
- Growing Edges
- Development Roadmap

WHY ASSESSMENTS MATTER



The Latest Leadership Research

Instead of accepting conventional thought that our development stops when we hit our twenties, there is a growing body of compelling research on **development across the lifespan**, and particularly in leadership. This perspective has tremendous implications for what it means to lead and accomplish organizational imperatives.

When applied to a business setting, this approach shows why leaders today need greater and greater capacity in terms of their perspectives, flexibility, agility, and ability to create open, fluid, focused, and results-oriented organizations.



A Cutting Edge Proposition

The theories underlying the Enneagram and the Identity Maturation Framework are game changers. Applying their fundamentals to today's business challenges is a cutting-edge approach that encourages leaders to **evolve conscious thought** and **leadership capacity**. Our world needs leaders who can translate complexity and big business visions to promote the well-being of all people and enroll people in believing in a vision or a future they may not yet be able to see or understand.

Such breakthroughs are indeed possible! The pragmatic application of this approach holds the key to understanding and averting many of the breakdowns and disconnects that people experience in organizational life, be it with colleagues, bosses, external stakeholders, or direct reports.

For further information, please email info@sparksgrp.com.