



Reiss Motivation Profile®



Profil Przykładowy

INDIVIDUAL REPORT ADVANCED

Date of completion RMP:

21.08.2017

Reiss Profile® Master:

Monika Goszczyńska
ul. Nobla 9/7, 03-930 Warszawa

e-mail:

monika.goszczyńska@reissprofile.pl

phone:

22 299 26 70

RMP Polska Instytut Durkalskiego Sp. z o.o. is an official partner and the only licensee of the RMP methodology in Poland.
More information can be found at www.reissprofile.pl

**Reiss
Motivation
Profile**

Table of Contents

1.	What is Reiss Motivation Profile®?	3
2.	How to analyze an RMP motivation profile?	4
3.	Your RMP motivational profile – Graph	5
4.	Your RMP motivational profile - Description of desires	6
4.1	Power	7
4.2	Independence	8
4.3	Curiosity	9
4.4	Acceptance	10
4.5	Order	11
4.6	Saving/Collecting	12
4.7	Honor	13
4.8	Idealism	14
4.9	Social Contact	15
4.10	Family	16
4.11	Status	17
4.12	Vengeance	18
4.13	Beauty	19
4.14	Eating	20
4.15	Physical Activity	21
4.16	Tranquility	22
5.	Combinations of desires	23
6.	Reality check – should I change something about myself?	28
7.	Self-development in the context of desires and motivation	31
7.1	Hierarchy of desires – what matters to me now?	32
7.2	Who am I? – improving your self-awareness	33
7.3	What motivates me at work and to work?	34
7.4	Motivation and goals in private life	36
7.5	Resolving conflicts	37
7.6	How to choose the right job or profession	38
7.7	How to get motivated to do sports	38
7.8	Finding motivation for a perfect body	40
8.	Additional information	42
8.1	Individuality	43
8.2	Perception of oneself and others	44
8.3	Two poles of desires	44
9.	Summary	46
10.	Possible applications - Reiss Motivation Profile® in business and beyond	47

All analyses are the property of RMP Polska Instytut Durkalskiego Sp. z o.o. and are copyrighted. All rights reserved. More information about methodology can be found at www.reissprofile.pl



What is

Reiss Motivation Profile®*?

Professor Steven Reiss, while looking for an answer to the question “What makes us happy?”, defined 16 fields covering the whole of human motivation. He called these fields desires. Desires are universal; everyone has them. But desires take different values, depending on our genes and experience in childhood and as adults.

There are millions of combinations of values assigned to specific desires. RMP is one of the few tools that fully reflects human individuality and draws attention to how everyone is different, special and motivated by different tasks, objectives and boundary conditions.

„WE DO NOT CHOOSE LIFE DESIRES – THEY OCCUR NATURALLY”

*Professor Steven Reiss, the creator of RMP**

This report contains your individual motivation profile. To each of the 16 desires a value has been assigned which has been generated based on your answers in the RMP questionnaire. Your profile will help you answer the following questions:

- What are my talents and natural predispositions in each of the 16 fields?
- What motivates me in each of the 16 fields?
- How can I develop in each of the 16 fields?
- How can I communicate better and resolve conflicts?
- How can I fulfil my plans and make the right decisions?

The motivation described here is internal motivation. In contrast to external motivation (e.g. benefits or cafeteria systems), this kind of motivation is not addictive. It is of a long-term nature and it works like perpetuum mobile. By familiarising yourself with your internal motivation, you will start living in harmony with yourself (i.e. with your desires), the basis of a full and happy life, both professionally and privately.

The way your motivation profile influences you and your life depends only on you. Remember that each motivation profile should always be analysed individually, because everyone has a different way of satisfying desires and assigning them value. The second part of the descriptive report will help you conduct an analysis, with several exercises that you can do yourself.

A lack of motivation is a clash between your desires and what you do or the aims you set yourself. Your individual RMP profile will help you get to know yourself and your needs and, next, plan your future in harmony with yourself.

* Reiss Motivation Profile® is the original name of the tool, abbreviated as RMP. In Poland, we use the full English name or “motivation profile”.

2

How to analyze an RMP motivation profile?

Next to each desire, you will find a description. Think about which of the terms describes you best and which ones you identify with. RMP shows your individuality, so without talking to you it is not possible to create a report that will fully reflect your individual internal motivation and needs.

Talking to your certified Reiss Profile Master will help you interpret the key aspects correctly.

All 16 descriptions of desires follow a very similar pattern (with two exceptions). High and low values of desires are marked in dark blue and light blue. These are so-called motivational drivers, which have the biggest influence on us and our behaviour. In addition, they compare the perception of ourselves and other people. The second exception are possibilities to work on desires.

Since the beginning of the 20th century, many psychologists have tried to explore people's internal motivation and natural needs. Attempts were made by William James, William McDougall, Henry Murray, Abraham Maslow and David McClelland, but they resulted in theories without practical application or ones that described too few motivational factors.

This earlier work by psychologists of human motivation was the starting point for Professor Steven Reiss' research. The desires he identified can be found both in animals and preschool children. Throughout our lives, values of specific desires can differ slightly, influenced by the environment we function in or our experience, but a definite shift in a desire, and a desire is a natural need, is difficult and usually short-term.

The closer to the value of -2 or +2, the stronger the influence of the desire and the more difficult it is to influence. In the description on the next pages, you will find recommendations on behaviour to pay attention to, if you are uncomfortable with the value of your desire.

You decide whether or not the value is comfortable. Desires marked in orange provide the possibility for development in any direction, because you are more flexible there. You decide whether, and in what direction, to develop a given desire.

Reiss Motivation Profile® presents the factors that motivate a given person, their hierarchy of values and the foundations of their convictions and behaviour.

Each desire can take any value between -2 and +2. We call these the two values poles. The values and colours used are arbitrary and will not be interpreted – RMP does not judge or categorise, it simply shows each person's individuality and uniqueness. Your individual values will help you understand which of the opposite poles has a greater influence on you and your motivation. For almost all the values (excluding +2 and -2), it is very important to satisfy both poles:

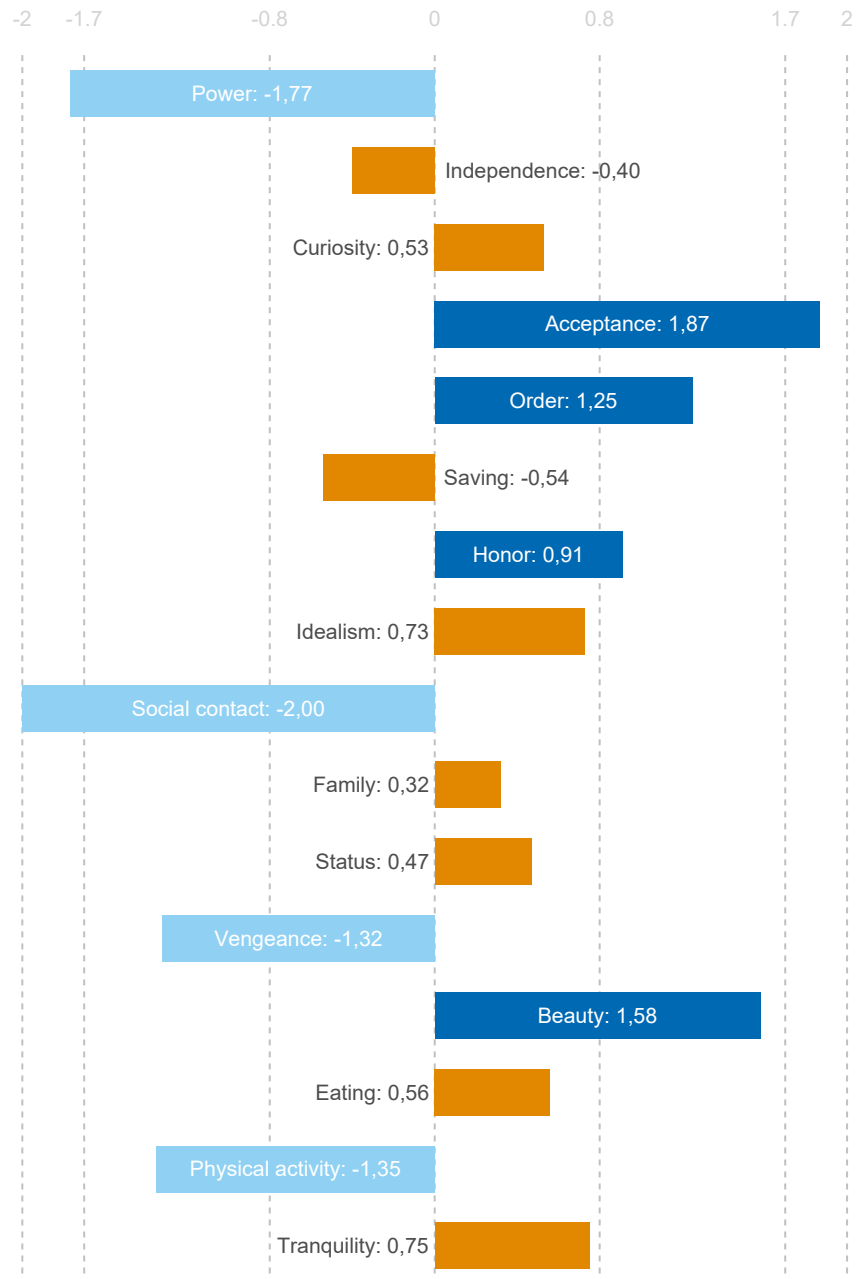
- the closer to value 0, the more balanced the influence of both poles is,
- the further from 0, the smaller the influence of the opposite pole,
- the closer to the extremes (+2 or -2), the bigger the importance of this pole of the desire.

Next to each motivator's description, you will find the part called "What motivates you?". This is where elements important to you are described, elements that you react in a positive way and that make you feel more motivated, when their concentration (the number of these elements) in your professional and private life increases.


3


Graph


Your RMP motivation profile



The colours are symbolic and they mean:

 weak need,
values between -2 and -0.8

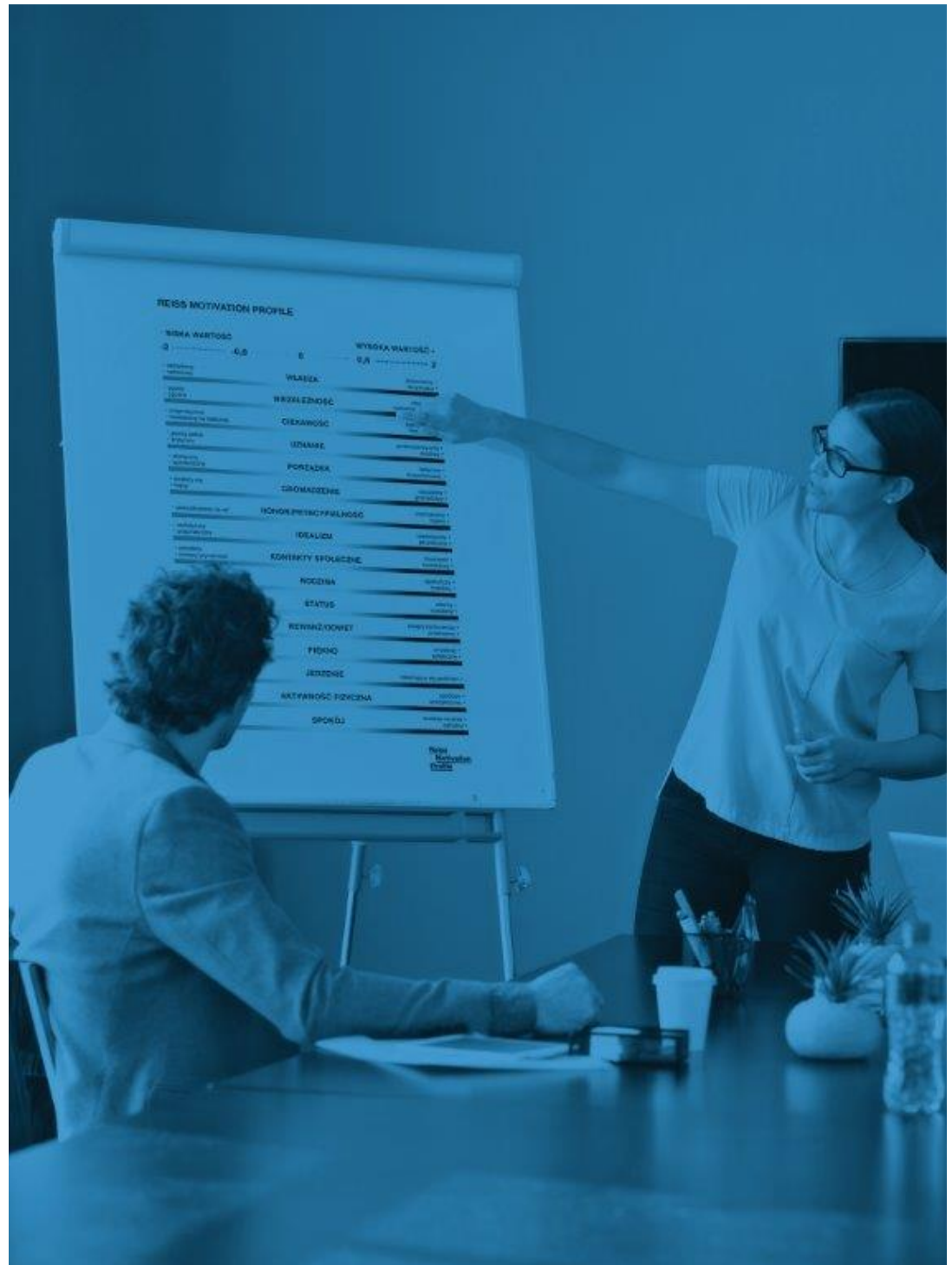
 average need,
values between -0.79 and 0.79

 strong need,
values between 0.8 and 2

4

description of desires

Your RMP motivation profile



4

Power -1,77

the desire for leadership and influence

A low value of the Power desire means that you like supporting others with your actions and are unwilling to give orders and commands. You probably assume that everyone should be responsible for themselves and learn from their own mistakes. You do not like dominating, you prefer to rely on decisions made by others rather than your own, especially if they affect other people. You strive to achieve professional goals, provided that they fit your system of values and let you seek fulfilment in other areas of life. You care about work-life balance – time for your private life and fulfilment outside work.

YOUR STRENGTHS

- you consider other people
- you do not impose your opinion
- you are people and/or processes oriented

WHAT MOTIVATES YOU?

- precisely specified goals and being responsible for them
- short-term goals and actions

- the possibility to rely on decisions made by others
- the possibility to combine private and professional life
- working fixed hours, without overtime and without taking work home

WHAT BEHAVIOUR AND COMPETENCES IS IT WORTH DEVELOPING IF THE DESIRE IS TOO DOMINANT?

- be more decisive in your actions
- learn techniques for exerting influence and how to apply them in everyday life
- do not change direction and stick to decisions
- do not yield too quickly, try to be more assertive
- if you like to handle specialised topics and you are in a managerial role, consider delegating tasks and focusing on management

DIFFERENCES IN PERCEPTION OF ONESELF AND OTHERS?

People with a low value of the Power desire struggle a lot to communicate with people with a high value of this desire. Here is a comparison of differences in perception of oneself and others:

How do I perceive myself?

How do I perceive people with the opposite value of the desire?

POWER ▼ I like knowing what I have to do and I like helping others. I am perceived as cautious when making decisions.

To me, this person appears dominant and impatient, and does not listen to others. They do not know how to slow down, they are a workaholic.

POWER ▲ I am a man/woman of action and I am results oriented, efficient and effective. I am a good organiser and like setting the pace.

To me, this person is indecisive, slow, ineffective, hesitant and lacks initiative. They hide behind other people and waste my time.

4



Independence -0,40

the desire for autonomy and self-reliance

You have a balanced need for autonomy and self-reliance. This means that you are flexible, adapting to a given situation. You care about maintaining a balance between a high and low value of the Independence desire, satisfying both poles according to your needs.

The closer you are to +0.8, the more important personal liberty and independence from others are to you. In most situations, it is natural for you to act alone; in some situations, you prefer to work in a team.

The closer you are to -0.8, the more willing you are to work in a team and you like working in a group. In most situations, you like working together. In some situations, you want to be independent from others.

YOUR STRENGTHS

- you know how to work in a team
- you know how to reach a compromise
- you are flexible

WHAT MOTIVATES YOU?

- both working in a team and on your own – depending on the situation
- the possibility to act without being dependent on others
- the possibility to decide how a task will be performed
- when you do not have to participate in too many team or group meetings

DIFFERENCES IN PERCEPTION OF ONESELF AND OTHERS?

You have a natural gift for communicating both with people with a high value of the Independence desire and with a low value of it.

WHAT BEHAVIOUR AND COMPETENCES IS IT WORTH DEVELOPING TO STRENGTHEN ONE OF THE POLES?

You can develop both poles, depending on which matters more to you.

TO STRENGTHEN THE POLE ON THE RIGHT-HAND SIDE OF THE SCALE (AUTONOMY AND INDEPENDENCE):

- maintain a distance from other people, do not intrude on their privacy, do not ask too many questions if you see that a person is reluctant to talk
- try not to put the interests of the group or team above the goals that can be achieved
- if you try to please everybody, the decision-making process will take too long – it might be better to make a decision within a specific timeframe or to choose the “lesser evil”
- not all decisions need to be made with the group – think about which decisions you can make yourself

TO STRENGTHEN THE POLE ON THE LEFT-HAND SIDE OF THE SCALE (BUILDING BONDS, TEAM ORIENTATION):

- at meetings, try to create a positive atmosphere – ask open-ended questions, think before you criticise someone’s idea
- show others that they matter to you and that you respect them, even though you never want anything from them
- share information that may be important to them, do not keep it to yourself
- learn to use the positive dynamics in the group – implement solutions developed together and people around you will support you.

4



Curiosity 0,53

the desire for knowledge

You have a balanced desire to gain extensive knowledge and learn new things. This means that you are flexible, adapting to a given situation. You care about maintaining a balance between a high and low value of the Curiosity desire, satisfying both poles according to your needs.

The closer you are to +0.8, the more inquisitive and willing to learn new things you are. You approach most situations and topics in an intellectual way; in some, you want to use knowledge practically.

The closer you are to -0.8, the more pragmatically you approach life and knowledge. In most situations, you want to use knowledge practically; if you are especially interested in a topic, you become inquisitive.

YOUR STRENGTHS

- you are action oriented
- you are curious about the world
- you like obtaining new knowledge

WHAT MOTIVATES YOU?

- concrete and clearly specified tasks
- when you understand the goal of the action
- the possibility to examine a topic that interests you in greater depth
- the possibility to obtain knowledge in areas that interest you

DIFFERENCES IN PERCEPTION OF ONESELF AND OTHERS?

You have a natural gift for communicating both with people with a high value of the Curiosity desire and with a low value of it.

WHAT BEHAVIOUR AND COMPETENCES IS IT WORTH DEVELOPING TO STRENGTHEN ONE OF THE POLES?

You can develop both poles, depending on which matters more to you.

TO STRENGTHEN THE POLE ON THE RIGHT-HAND SIDE OF THE SCALE (INQUISITIVENESS AND OBTAINING EXTENSIVE KNOWLEDGE):

- check the theoretical basis, as you can be too oriented towards practical aspects
- before making a decision, look for information, analyse it and think twice before you do anything, even if you usually get results quickly
- before making a decision, make sure you have analysed the most important aspects and have not rushed to a decision based on too little information
- you might be performing your tasks or fulfilling your duties superficially, focusing on the general side of things; think about it

TO STRENGTHEN THE POLE ON THE LEFT-HAND SIDE OF THE SCALE (PRACTICAL APPLICATION OF KNOWLEDGE):

- try to speak clearly, without going into detail, so that everybody can understand you
- you need quite some time to make a decision, as you analyse all aspects and possibilities, so set a source and basis for the decision beforehand and stick to it
- try to keep deadlines, so choose the sources of information that you will use in advance
- limit the amount of information shared, its complexity and diversity

4



Acceptance 1,87

the desire for acceptance

A high value of the Acceptance desire means that you strive for approval, are sensitive to criticism and build a positive image of yourself based on feedback from others. You are a warm and open person, sensitive to the needs of others. What people think and say about you matters to you, because, most probably, you lack self-esteem. To avoid failure, criticism or rejection, you strive for less than you would like to achieve. To minimise the risk of failure, you choose a simpler job over success at work that would be both more satisfying and more demanding.

YOUR STRENGTHS

- you are sensitive to the needs of others
- you are a keen observer and very empathetic
- you are a perfectionist

WHAT MOTIVATES YOU?

- an incentive to strive for more and attain ambitious goals
- regular support and appreciation from your friends and relatives (positive feedback)

- clear expectations
- awareness that you are appreciated by others around you
- you feel valuable when others accept you and/or give positive feedback

WHAT BEHAVIOUR AND COMPETENCES IS IT WORTH DEVELOPING IF THE DESIRE IS TOO DOMINANT?

- focus on the effort leading to your goal, rather than on the result, such as success or failure
- be reasonable when setting goals, as you can be prone to aim too high or too low
- learn to write down your opinions first; only voice them afterwards
- if you take on too many commitments because you struggle to say no, try to be assertive
- learn to accept that people can have different opinions; not everyone will agree with you

DIFFERENCES IN PERCEPTION OF ONESELF AND OTHERS?

People with a high value of the Acceptance desire struggle to communicate with people with a low value it. Here is a comparison of differences in perception of oneself and others:

How do I perceive myself?

How do I perceive people with the opposite value of the desire?

ACCEPTANCE ▲ I strive for perfection, am sensitive to criticism, self-critical and sensitive to others. I praise and appreciate others. Praise matters to me.

To me, this person is conceited, does not notice their own mistakes, is ruthless, haughty and lacks caution. They overestimate themselves and are unfair towards others.

ACCEPTANCE ▼ I am self-confident, have a positive view of myself, tolerate my mistakes and learn from them. I do not need to be loved by everyone.

To me, this person is compliant, too submissive and oversensitive. They lack self-confidence and are greedy for compliments.

4



Order 1,25

the desire for ordered surroundings and clear rules

A high value of the Order desire means that you feel best when your surroundings are ordered and everything is planned. You are very likely to value punctuality. You feel safer when acting according to plan and dislike leaving something to fate. You need set rules and deadlines. You feel uncomfortable when your surroundings are chaotic. You believe that planning and preparation are key to success.

YOUR STRENGTHS

- structure and organisation
- planning abilities
- punctuality

WHAT MOTIVATES YOU?

- proven solutions, stability, structure, rituals, details and organisation
- clearly defined duties and constant contact with your superior
- when you can prepare a plan before starting a new task
- detailed control to ensure high quality
- care for detail and the possibility to be scrupulous and exact

WHAT BEHAVIOUR AND COMPETENCES IS IT WORTH DEVELOPING IF THE DESIRE IS TOO DOMINANT?

- you can struggle to organise work if there are changes that you dislike; rituals can alleviate stress and offer a calming feeling of order
- understand that even the most established procedures need change and renewal to develop, otherwise they become obsolete
- you tend to devote the same attention to important things and negligible details; learn to set priorities and avoid losing time
- you perform tasks well, but spend longer preparing than other people
- when you follow procedures and deadlines dutifully, you can lose sight of your goal; remember the 80/20 rule

DIFFERENCES IN PERCEPTION OF ONESELF AND OTHERS?

People with a high value of the Order desire struggle to communicate with people with a low value of it. Here is a comparison of differences in perception of oneself and others:

How do I perceive myself?

How do I perceive people with the opposite value of the desire?

ORDER ▲ I am orderly, organised and pay attention to detail. I love rituals and act according to plan.

To me, this person is sloppy, disorganised, unpredictable, careless and unreliable. You cannot count on them.

ORDER ▼ I am flexible, spontaneous, open, pragmatic and creative. I appreciate multifunctionality and multitasking.

To me, this person is boring, strict, rigorous, fanatic, overly perfectionist and cares about trivial things.

4



Saving/Collecting -0,54

the desire to collect and keep things

You have a balanced desire for keeping and collecting objects. This means that you are flexible, adapting to a given situation. You care about maintaining a balance between a high and low value of the Collecting desire, satisfying both poles according to your needs.

The closer you are to +0.8, the more you like collecting and keeping things. You keep most things, fixing and taking care of them before you give or throw them away.

The closer you are to -0.8, the more generous you are and willing to get rid of things. In most situations, you get rid of things, only keeping objects that are particularly important to you.

YOUR STRENGTHS

- you are pragmatic
- you have a reasonable attitude towards resources
- you like economical solutions

WHAT MOTIVATES YOU?

- leeway
- when you can keep things that matter to you
- when you can get rid of things that do not matter to you
- the possibility to share, but not everything

DIFFERENCES IN PERCEPTION OF ONESELF AND OTHERS?

You have a natural gift for communicating both with people with a high value of the Collecting desire and those with a low value of it.

WHAT BEHAVIOUR AND COMPETENCES IS IT WORTH DEVELOPING TO STRENGTHEN ONE OF THE POLES?

You can develop both poles depending on which matters more to you.

TO STRENGTHEN THE POLE ON THE RIGHT-HAND SIDE OF THE SCALE (DESIRE TO COLLECT):

- if you spend too much, try to plan your shopping; do not shop spontaneously
- if you make investment decisions too quickly, ensure beforehand that the expense is necessary
- if you easily forget that you lent something, start making a list of the things you lend and decide when you want them back
- if necessary, limit your budget

TO STRENGTHEN THE POLE ON THE LEFT-HAND SIDE OF THE SCALE (GENEROSITY):

- assign part of your budget to more “spontaneous” or “unconsidered” expenses
- if you are too stuck in the past, try opening up to new things
- take a critical look at the objects around you, asking how useful they are in your everyday life
- think about the benefits of sharing

4



Honor 0,91

loyalty to the rules

A high value of the Honour desire means that rules really matter to you and that you try to live according to established standards and traditions. You are disciplined, value your character and take responsibility for your actions. You are honest, trustworthy and loyal. You stick to the rules and follow ethical principles. You focus not only on winning the game, but also on the process of playing it. You have a strong sense of duty. You possess a set of values dictating what is right and what is wrong. You are loyal towards your family, hometown and traditions.

YOUR STRENGTHS

- you are trustworthy
- you are conscientious, loyal and principled
- you are honest, trustworthy and responsible

WHAT MOTIVATES YOU?

- the possibility to follow rules and principles, ethical action
- work in which honesty, character and loyalty matter
- when others appreciate your character

- work at a company with a clear structure, rules and universal standards and values
- situations in which you can show that you are reliable

WHAT BEHAVIOUR AND COMPETENCES IS IT WORTH DEVELOPING IF THE DESIRE IS TOO DOMINANT?

- open up to new experiences; a narrow perception of rules, standards and values can rein in your private and professional life
- find out where you can be more flexible; see what happens if you change your behaviour and attitude
- you resist the temptation to act in your own or others' interest simply to stick to the rules; think about what purpose the rules should serve
- very often, you do what is right, rather than what is good for you; remember that only you can take care of yourself

DIFFERENCES IN PERCEPTION OF ONESELF AND OTHERS?

People with a high value of the Honour desire struggle to communicate with people with a low value of it. Here is a comparison of differences in perception of oneself and others:

How do I perceive myself?

How do I perceive people with the opposite value of the desire?

HONOR ▲ I am responsible, honest and loyal, with character and rules. I am reliable and keep my promises.

To me, this person is disloyal, dishonest, without ethical rules and lacking character. They are opportunistic and unreliable.

HONOR ▼ I am goal-oriented, practical and spontaneous. I am flexible, able to adapt and oriented towards benefits.

To me, this person is hypocritical, fearful and lacks energy. They are a guardian of morality, false, morally arrogant, haughty and conceited.

4



Idealism 0,73

the desire for pro bono activities and social engagement

You have a balanced desire for social engagement. This means that you are flexible, adapting to a given situation. You care about maintaining a balance between a high and low value of the Idealism desire, satisfying both poles according to your needs.

The closer you are to +0.8, the more you like to engage socially. You like acting for the greater good and are unlikely to turn down requests for help.

The closer you are to -0.8, the more realistic you are. In most situations, you will take care of your own welfare and that of your family and friends. You are less interested in global welfare.

YOUR STRENGTHS

- you are pragmatic
- you are a “healthy” idealist/realist
- you provide practical support

WHAT MOTIVATES YOU?

- leeway
- supporting aid programmes without personal engagement
- long-term support that improves the situation of others

participating in activities that help people in your close surroundings

DIFFERENCES IN PERCEPTION OF ONESELF AND OTHERS?

You have a natural gift for communicating both with people with a high value of the Idealism desire and those with a low value of it.

WHAT BEHAVIOUR AND COMPETENCES IS IT WORTH DEVELOPING TO STRENGTHEN ONE OF THE POLES?

You can develop both poles depending on which matters more to you.

TO STRENGTHEN THE POLE ON THE RIGHT-HAND SIDE OF THE SCALE (ALTRUISM):

- you might be not sensitive enough to what happens to others; think about what would happen if you helped or supported them
- remember that some people might need more support than you; try not to get angry when you have to give them more time
- try not to always put yourself first; enquire about others and offer support
- when you show a new employee around, try not to leave them to their own devices; offer help, provide information and share your experience
- show empathy

TO STRENGTHEN THE POLE ON THE LEFT-HAND SIDE OF THE SCALE (REALISM):

- you might be spending too much time on social work; do not forget yourself, your duties, friends and family
- think about how much someone needs your help and in what form; do not make others dependent on you
- try not to block rational decisions; sometimes you must choose “the lesser evil”
- you might be too honest; during negotiations, remember on whose behalf you are negotiating

4

Social Contact -2,00

the desire for frequent social contact

A low value of the Social contact desire means that the quality of social contact matters to you, rather than the quantity. You prefer to spend time alone; you find it relaxing. When you are alone, you enjoy silence, undisturbed tranquillity and being free from social expectations. If you are a member of a special-interest club, your social contacts are rather superficial. You are not interested in others' private life. When you change your job or move, you lose touch with the people you used to know. Most of all, you like spending time with yourself. You believe it is better to have a few close friends than many superficial acquaintances. You avoid parties and big social meetings.

YOUR STRENGTHS

- you are calm and patient
- you are focused
- you respect the privacy of others

WHAT MOTIVATES YOU?

- limiting social contact
- working alone or from home
- the possibility to fully concentrate on your work and not be distracted
- living a withdrawn life, without having to attend social gatherings
- the possibility to spend time alone

WHAT BEHAVIOUR AND COMPETENCES IS IT WORTH DEVELOPING IF THE DESIRE IS TOO DOMINANT?

- if you are shy, but would like to have people around you and feel the need to be with other people, look for guides on how to establish and maintain contacts
- if your dislike and avoidance of networking is an obstacle in your work, think about how you could develop in this field
- at work, you might feel that you should be more direct and speak more clearly – during a talk or once it is finished, ask your interlocutor whether everything was clear
- you might be seen as withdrawn and uninterested in your surroundings – prepare a few topics for small talk
- if you do not exchange enough information about your job and progress with your colleagues or superiors, this may lead to problems and misunderstandings – it may be helpful to decide how to report (deadline, form) and communicate it

How do I perceive myself?

How do I perceive people with the opposite value of the desire?

SOCIAL CONTACT ▼ I am a balanced, cautious person who values privacy. I need silence; small talk is tiring.

To me, this person is superficial, childish, intrusive and lacks self-distance. They are restless, always on the move and talk about trivial matters.

SOCIAL CONTACT ▲ I am friendly and open. I live full life, love fun, people and have many friends. I thrive on social contact; I am talkative and entertaining.

To me, this person is stiff, withdrawn, anti-social, lonely, unfriendly and lacks a sense of humour. They avoid people and do not have any friends.

**desire to care for family (children and/or a partner)**

You have a balanced desire to care for your family. This means that you are flexible, adapting to a given situation. You especially care about maintaining a balance between a high and low value of the Family desire, satisfying both poles according to your needs.

The closer you are to +0.8, the more you value family life. You spend quite a lot of time with your family, but also care about time for yourself.

The closer you are to -0.8, the more freedom and lack of commitments matter to you. You treat your family members like partners. In some situations, you spend time without your family, but want to be able to come home to it.

YOUR STRENGTHS

- you are pragmatic towards your family
- you are flexible in terms of time
- you react quickly to changes

WHAT MOTIVATES YOU?

- leeway
- balance between family life and time for yourself
- spending time in different ways
- freedom

DIFFERENCES IN PERCEPTION OF ONESELF AND OTHERS?

You have a natural gift for communicating both with people with a high value of the desire Family and with a low value of it.

WHAT BEHAVIOUR AND COMPETENCES IS IT WORTH DEVELOPING TO STRENGTHEN ONE OF THE POLES?

You can develop both poles depending on which matters more to you.

TO STRENGTHEN THE POLE ON THE RIGHT-HAND SIDE OF THE SCALE (FAMILY LIFE):

- remember that children can be an active part of your life – think about how you could include them in your sports or social activities
- when you spend time with your family, try to make it interesting. Avoid monotony – plan trips or meetings with other parents
- try to make family time special – think about what you could do together
- if work is very important for you, remember that it should not dominate your life completely – you need rest and work-life balance

TO STRENGTHEN THE POLE ON THE LEFT-HAND SIDE OF THE SCALE (LIFE WITHOUT COMMITMENTS):

- remember that there are other spheres of life besides family – make sure to have your own life, independent from your family
- do not impose your will and way of thinking on others – they know that you want what is best for them
- if you have children, decide together which decisions they can make themselves
- remember that being overprotective can hamper children's personal development – let them make mistakes, especially once they grow up and become independent

4



Status 0,47

the desire to belong to the elite

You have a balanced desire to draw attention to yourself. This means that you are flexible, adapting to a given situation. You care about maintaining a balance between a high and low value of the Status desire, satisfying both poles according to your needs.

The closer you are to +0,8, the more you care about high social status and the more you like being the centre of attention. In most situations, it is natural for you to put yourself first and strive for dominance. In some situations, you prefer to remain in the background.

The closer you are to -0.8, the more egalitarianism matters to you. In most situations, you prefer not to draw attention to yourself, but in special situations you want to show your value.

YOUR STRENGTHS

- the need to be appreciated
- an awareness of prestige
- you value quality

WHAT MOTIVATES YOU?

- leeway
- the opportunity to show off, but not at all costs
- working to achieve social standing

DIFFERENCES IN PERCEPTION OF ONESELF AND OTHERS?

You have a natural gift for communicating both with people with a high value of the desire Status and with a low value of it.

WHAT BEHAVIOUR AND COMPETENCES IS IT WORTH DEVELOPING TO STRENGTHEN ONE OF THE POLES?

You can develop both poles depending on which matters more to you.

TO STRENGTHEN THE POLE ON THE RIGHT-HAND SIDE OF THE SCALE (ELITISM):

- do not underrate your achievements – when talking about your achievements, focus on specifics and facts
- you may tend to use “we” instead of “I” on purpose to avoid drawing attention to yourself and your achievements – think about changing how you communicate, otherwise you will be underestimated
- you may struggle with public speaking, as you dislike being the centre of attention – work on improving your presentation skills
- at work, you may find it difficult to accept and understand the hierarchy – think about why it could be important to you

TO STRENGTHEN THE POLE ON THE LEFT-HAND SIDE OF THE SCALE (EGALITARIANISM):

- do not judge people by their looks; remember that “there is more than meets the eye”
- when talking to others, wait until they answer your questions
- do not overwhelm others with your achievements – depict others’ achievements as positively as yours
- you like being the centre of attention and may forget that others contributed to your success – use the word “we” more frequently than “I”

4

Vengeance -1,32

the desire to compete with others

A low value of the Vengeance desire means that you value harmony in life and seek compromise. Cooperation matters more than competing and winning. You do not accept violence; it never solves problems, merely breeding aggression. It is difficult to make you angry, as you are not easily provoked and would rather deal with a situation non-aggressively. You think that there is too much focus on winning in many areas of life – after all, winning is not everything. Winning alone does not motivate you.

YOUR STRENGTHS

- you promote harmony
- you take care of peace
- you know how to lose

WHAT MOTIVATES YOU?

- situations where there are no winners or losers; both sides lose or win
- not comparing oneself to others
- the opportunity to become an arbiter or mediator
- situations aiming for compromise, rather than winning at all costs
- a harmonious work environment

WHAT BEHAVIOUR AND COMPETENCES IS IT WORTH DEVELOPING IF THE DESIRE IS TOO DOMINANT?

- sometimes, you may struggle to stand up for your own interests, as you avoid confrontation – think about what might help; fighting in a group or team could be more comfortable for you
- perhaps the solution would be to learn how to resolve difficult talks
- you dislike competition and fighting for yourself, so you may get the impression that you do not always get what you want in life – think about other ways in which you can fight for yourself, not necessarily through confrontation; focus on facts
- you may be too yielding – work on being more resolute, which will help you win more
- you may not demand much from yourself and others, as you strive for harmony – what would happen if you started demanding more from yourself and others?

DIFFERENCES IN PERCEPTION OF ONESELF AND OTHERS?

People with a low value of the Vengeance desire struggle to communicate with people with a high value of it. Here is a comparison of differences in perception of oneself and others:

How do I perceive myself?

How do I perceive people with the opposite value of the desire?

VENGEANCE ▼ I am kind, understanding, forgiving and strive for harmony. I believe that the wiser person should back down, and am a good mediator.

To me, this person is aggressive, vengeful and irritable. They always want to win, do not know how to lose, and are unforgiving and bothersome.

VENGEANCE ▲ I like competing. I am resolute, critical, inquisitive and impatient. I like challenges. I overcome all injustice.

To me, this person is passive, weak and helpless. Striving for accord and harmony, they do not defend their convictions.

4



Beauty 1,58

the desire for beautiful surroundings

A high value of the Beauty desire means that your sensitivity to aesthetics is above average; the nonmaterial aspects of life matter a lot to you. You like spending time and energy on making your surroundings more beautiful, as well as on art, photography, music or other areas of culture. You have a romantic personality and are proudly passionate about things. You pay attention to your clothes and appearance. You are likely to be interested in music and photography. Scent matters to you, too.

YOUR STRENGTHS

- sensitivity to aesthetics
- passion
- creativity

WHAT MOTIVATES YOU?

- working in an attractive room with beautiful design
- a picturesque view from the window
- being able to shape your working environment
- the possibility to be creative
- a job requiring artistic skill and a good taste

WHAT BEHAVIOUR AND COMPETENCES IS IT WORTH DEVELOPING IF THE DESIRE IS TOO DOMINANT?

- if you are very demanding, you may struggle to satisfy your desire for beauty, as you will never be happy with the results – think about what you could let go of and still feel good
- do not try to change people who do not have such a strong desire for beauty
- you may be so demanding that you spend considerable time and money making your surroundings more beautiful – maybe you could devote some of it on something else

DIFFERENCES IN PERCEPTION OF ONESELF AND OTHERS?

People with a high value of the Beauty desire struggle to communicate with people with a low value of it. Here is a comparison of differences in perception of oneself and others:

How do I perceive myself?

How do I perceive people with the opposite value of the desire?

BEAUTY ▲ I am an aesthete, a romantic with an artistic soul and a sensual person.

To me, this person has complexes. They are helpless, cold and unable to see beautiful things. They are missing something in life.

BEAUTY ▼ I am cut for other things; they matter more. I am an ascetic.

To me, this person is a hedonist. They are focused on pleasure. All they do is please others and endear themselves.

4



Eating 0,56

the desire to enjoy food

You have a balanced desire to enjoy food. This means that you are flexible, adapting to a given situation. You care about maintaining a balance between a high and low value of the Eating desire, satisfying both poles according to your needs.

The closer you are to +0.8, the more eating and everything related to it matters to you. In most situations, it is natural for you to eat well. Occasionally, though, you abandon this desire.

The closer you are to -0.8, the less eating matters to you. In most situations, you do not pay attention to what and how you eat. From time to time, though, you feel the need to savour a meal.

YOUR STRENGTHS

- you are pragmatic
- you have a strong will
- you have a reasonable approach to food

WHAT MOTIVATES YOU?

- leeway in terms of food
- a flexible approach to food
- a variety of meals in different forms
- eating something special from time to time

WHAT BEHAVIOUR AND COMPETENCES IS IT WORTH DEVELOPING TO STRENGTHEN ONE OF THE POLES?

You can develop both poles depending on which matters more to you.

TO STRENGTHEN THE POLE ON THE RIGHT-HAND SIDE OF THE SCALE (DESIRE TO EAT WELL):

- in stressful situations, you eat even less, which makes you more tired – take care of your food beforehand, preparing meals for the whole day or the next few days
- when you work under pressure, you may forget about food completely – it takes effort to remember regular meals, so set a reminder on your phone or ask a colleague to call you for lunch
- you may struggle to maintain the right body weight – plan your meals or seek professional help

TO STRENGTHEN THE POLE ON THE LEFT-HAND SIDE OF THE SCALE (INDIFFERENCE TO FOOD):

- if you have a big appetite and are overweight, ask yourself why – if necessary, seek professional help
- if you eat to cope with stress and to relax – find an alternative activity or ritual
- you may think about food a lot, which probably distorts your working rhythm – try not to starve, eat small portions often, have fruit for dessert and drink a lot of water

DIFFERENCES IN PERCEPTION OF ONESELF AND OTHERS?

You have a natural gift for communicating both with people with a high value of the Eating desire and those with a low value of it.

4



Physical Activity -1,35

the desire for physical effort

A low value of the Physical activity desire means that you do not enjoy intensive exercises or physical effort. Keeping fit can be a real challenge for you. You do not feel an internal need for physical activity and prefer to avoid a more active lifestyle. Even if you start a sport and realise how important it is, you will never be a fan and will not do it systematically. You do not feel the need to do sports regularly, just for their own sake.

YOUR STRENGTHS

- you value comfort
- other things matter more than sports

WHAT MOTIVATES YOU AND WHEN DO YOU GET THE BEST RESULT?

- a comfortable workplace
- no excessive movement
- the possibility to use the elevator, parking space close to your workplace and a good location

How do I perceive myself?

PHYSICAL ACTIVITY ▼ I value comfort and dislike all sports. Movement equals stress for me.

PHYSICAL ACTIVITY ▲ I am energetic, strong, fit, healthy and active. I have an athletic figure and am very resistant.

WHAT BEHAVIOUR AND COMPETENCES IS IT WORTH DEVELOPING IF THE DESIRE IS TOO DOMINANT?

- lack of movement or physical activity can lead to insomnia, obesity and a bad mood – think about what sport could change in your life
- you should realise how important physical activity is for your physical and mental health

Look for ways to keep fit and exercise regularly that will satisfy your other desires. E.g. if you have a strong desire for Social contact, choose a sport that you can do as a group, with other people.

Think about which desires matter to you and choose a sport that will satisfy them.

DIFFERENCES IN PERCEPTION OF ONESELF AND OTHERS?

People with a low value of the Physical activity desire struggle to communicate with people with a high value of it. Here is a comparison of differences in perception of oneself and others:

How do I perceive people with the opposite value of the desire?

To me, this person is restless, agitated, always moving and in a hurry. They are responsible for their injuries.

To me, this person likes comfort, is lazy, heavy, tired, apathic, slow or weak. They lack discipline and a strong will.

4



Tranquillity 0,75

the desire for emotional stability and security

You have a balanced desire for emotional stability. This means that you are flexible, adapting to a given situation. You care about maintaining a balance between a high and low value of the Tranquillity desire, satisfying both poles according to your needs.

The closer you are to +0.8, the more a sense of security and tranquillity matter to you. In most situations, you seek to reduce stress. In some situations, you tolerate stressful living and working conditions.

The closer you are to -0.8, the more you like challenges and risk. In most situations, you strive to have as many experiences as possible, even if it is stressful. At times, you value tranquillity and lack of stress.

YOUR STRENGTHS

- you have a balanced need for risk
- you are resistant
- you avoid unnecessary risks

WHAT MOTIVATES YOU?

- being able to influence the risk you are taking and the amount of stress
- a diverse job in familiar places
- new challenges and a changing environment, if you can influence the boundary conditions and what will be going on
- you like to know what you are responsible for, also in terms of risk

WHAT BEHAVIOUR AND COMPETENCES IS IT WORTH DEVELOPING TO STRENGTHEN ONE OF THE POLES?

You can develop both poles depending on which matters more to you.

TO STRENGTHEN THE POLE ON THE RIGHT-HAND SIDE OF THE SCALE (SECURITY AND TRANQUILLITY):

- your bold ideas can make you take too much risk and many people can suffer – before you start doing things, ask others for their opinion
- when you take a risk, set boundaries and do not overstep them
- you like challenges and novelties, and may work a lot, so make sure you are not working too much
- do not ignore the signals sent by your body

TO STRENGTHEN THE POLE ON THE LEFT-HAND SIDE OF THE SCALE (CHALLENGES AND RISK):

- remember that avoiding action will not take you to your destination
- work on noticing the positive in a given situation
- do not overrate the risk or focus on what could go badly
- give yourself time to rest regularly, especially when you are under pressure – apply relaxation techniques; if you have to work a lot, remember to maintain a balance

DIFFERENCES IN PERCEPTION OF ONESELF AND OTHERS?

You have a natural gift for communicating both with people with a high value of the Tranquillity desire and those with a low value of it.

5

Combinations of desires

The above descriptions of desires are detailed analyses of 16 motivational fields. Some combinations of desires can influence each other positively, reinforcing each other. Some combinations of desires can influence each other negatively, which can lead to a so-called “conflict of desires”.

This makes it so important to understand the combination of your desires and the relationships between them. This will help you see whether your motivation profile is coherent, which fields can lead to internal dilemmas and which desires can help set goals.

Below, you will find examples of combinations of desires, describing their relationship for high and low values. Orange (average values of desires) entails flexibility and balance, so they can be taken into account when analysing combinations of desires, although they are not so important for the purposes of the analysis.



5

Combinations of desires

POWER ▲ STATUS ▲

You are driven by leadership and exerting influence. At the same time, you like being on stage and where decisions are made. You highlight your accomplishments and make sure that others know what you have achieved.

POWER ▲ STATUS ▼

You are driven by leadership and exerting influence, but do not like being in the limelight. This means your accomplishments and hard work can go unnoticed.

POWER ▲ HONOR ▼

You naturally take up leadership roles. At times, you do not keep your promises or depart from arrangements, because achieving your goal is more important.

POWER ▲ HONOR ▲

You naturally take up leadership roles, guided by the rules and code of ethics. You keep arrangements, meet commitments and keep your word.

POWER ▲ CURIOSITY ▲

You are a visionary, full of ideas. You want to influence your surroundings and help shape them. You always look for solutions and are inquisitive.

INDEPENDENCE ▼ IDEALISM ▲

You like working in a team, you are trustworthy and helpful. You like sacrificing yourself for others, forgetting your needs and those of your close friends or relatives.

CURIOSITY ▲ ORDER ▲

You are driven by the desire to gain knowledge. Before you accept new processes, you actively look for information. You like using your knowledge to develop procedures and implement practices.

POWER ▲ HONOR ▲▼ STATUS ▲ VENGEANCE ▲

You want a career at an organisation where hierarchy is observed.

5

Combinations of desires

POWER ▲ FAMILY ▲

You have a strong need to self-realise at work, while spending time with your Family (children). This leads to a conflict of two desires, as neither can be fully satisfied.

IDEALISM ▲ HONOR ▲

You are driven by ethics and morality, which could make you a fighter for justice and equality in an organisation you belong to. Rules and helping others are equally important to you.

ORDER ▼ TRANQUILITY ▼

You are an optimist and like living at a rapid pace. Your eager attitude is visible in your engagement and sacrifice. Your Enthusiasm helps create an atmosphere of motivation and job satisfaction around you.

INDEPENDENCE ▲ SOCIAL CONTACT ▲

You like being with people, but also struggle to open yourself up to them, making you appear inaccessible and cool.

ACCEPTANCE ▼ TRANQUILITY ▼

You are an optimist and like living at a rapid pace. Your eager attitude is visible in your engagement and sacrifice. Your Enthusiasm helps create an atmosphere of motivation and job satisfaction around you.

CURIOSITY ▲ IDEALISM ▲

Helping others is your way of personal development. Sometimes it can happen at the cost of others; remember that what is good for you is not necessarily good for others.

CURIOSITY ▲ SOCIAL CONTACT ▲

It is important for you to develop yourself and get to know new things, especially through contact with others.

CURIOSITY ▼ IDEALISM ▲

You believe that the resources available must be used fairly and that even slight improvements can make life easier for people. Good cooperation helps create practical solutions.

5

Combinations of desires

INDEPENDENCE ▲ HONOR ▼

You are constrained by rules and regulations, which you prefer setting yourself. You feel frustrated by regulations that limit your freedom. You often circumvent them to achieve your goal.

ORDER ▼ TRANQUILITY ▲

You wait until the last moment to fulfil your plans and get down to work at the last moment. This can result in paralysing stress, which will be difficult to overcome.

ORDER ▲ TRANQUILITY ▲

You like planning and always have a contingency plan up your sleeve. You avoid uncertain situations and protect yourself against stress in advance.

INDEPENDENCE ▼ VENGEANCE ▼

You can abandon your ambitions for the sake of harmony in a group. What matters is community; the welfare of the group is above your own.

PHISICAL ACTIVITY ▼

If you are not motivated to do sports, think about other desires you can fulfil through sports. For example, if you care about social contacts, choose a sport you can do with other people, not alone.

ORDER ▼ HONOR ▼ BEAUTY ▲

You are creative and think out of the box. You are open to new things; you dislike routine and repetition.

POWER ▼ INDEPENDENCE ▼ SOCIAL CONTACT ▲ VENGEANCE ▼ STATUS ▼

You are oriented towards people and joint action; people motivate you. You like being with others, you are a team player and you develop solutions with others.

POWER ▲ INDEPENDENCE ▲ SOCIAL CONTACT ▼ ACCEPTANCE ▼ VENGEANCE ▲ STATUS ▲

You are oriented towards tasks, processes, results. You drive actions, create and expect rapid results. If your expectations are not met, you make staff changes.

5

Combinations of desires

The reception and way of satisfying the desires is very individual – something motivating one person can even discourage someone else. To analyse your profile in full and draw the right conclusions, you should consult the RMP Master individually.

CHECK TO WHAT EXTENT YOU SATISFY THE DESIRES THAT MATTER MOST IN YOUR PRIVATE LIFE, TO AVOID BURNOUT AT WORK. THEY INCLUDE SOCIAL CONTACT, BEAUTY, EATING AND PHYSICAL ACTIVITY.

IF YOUR PROFILE CONSISTS OF MANY DESIRES IN THE ORANGE FIELD, THIS MEANS YOU HAVE CONSIDERABLE EMPATHY AND CAN COMMUNICATE WITH MANY PEOPLE (WITH BOTH HIGH AND LOW DESIRES).

IF YOUR PROFILE CONSISTS OF MANY DESIRES IN THE LIGHT BLUE AND DARK BLUE FIELD, YOU DISPLAY SPECIFIC BEHAVIOUR, ATTRACT OTHER PEOPLE'S ATTENTION AND STAND OUT.

IF YOU HAVE MANY STRONG DESIRES (CLOSE TO +2 AND -2), YOU COULD BE INTERNALLY UNSATISFIED, BECAUSE THERE IS A HUGE LIKELIHOOD THAT YOU ARE UNABLE TO MEET ALL YOUR DESIRES.

6

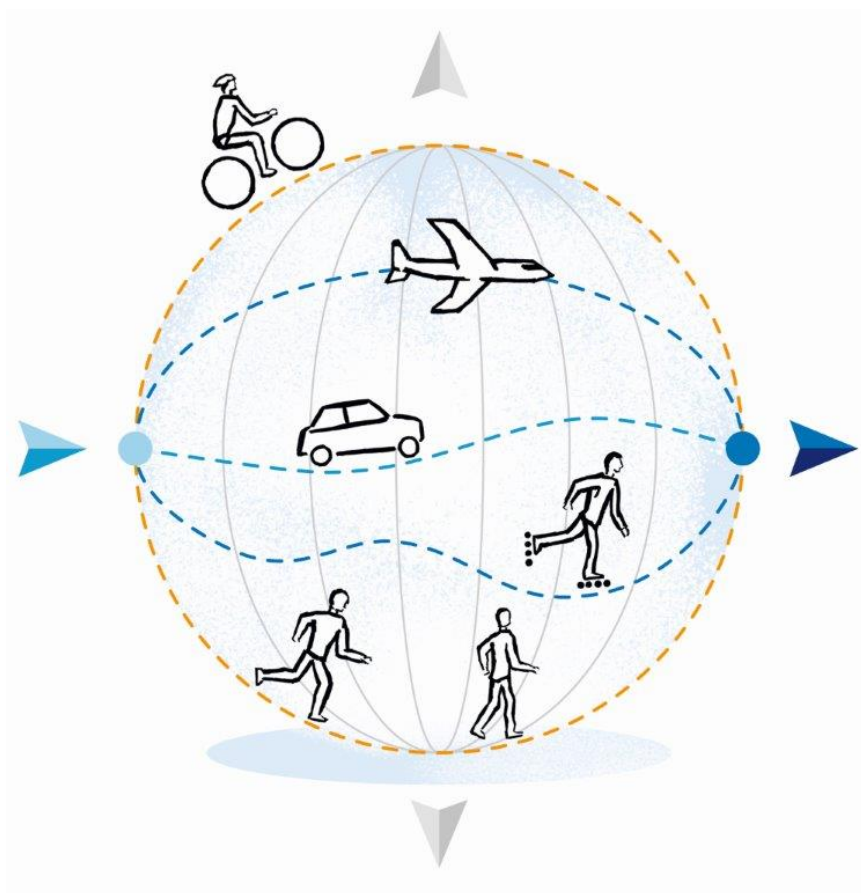
Reality Check

should I change something about myself?

Each person has many paths to choose from to achieve their goals. Your journey and the way you want to achieve your goals must suite you. We are all different, special and motivated by something else – you too.

Your motivational profile helps specify which road you should take to achieve your goal.

Imagine that you are going on holiday. You can get to your destination in a number of ways... by car, by plane, walk, by bike, on rollerblades or by changing the means of transport. Maybe the goal you set yourself is key and you simply want to achieve it quickly. Or perhaps the journey will be the goal itself...



6

Reality Check

should I change something about myself?

The motivation profile is a navigation panel with 16 fields showing you the best way to achieve a goal in any of the fields. You can decide which way to choose, in accordance with your internal motivation.

When you travel in harmony with your desires, you are motivated, happy, satisfied, achieve better results and derive greater satisfaction from what you do. If you do not live in harmony with your desires, or if you live in opposition to them, you feel bad and unmotivated.

In the previous part of the report, you found out what motivates you, and to what extent, in each of the 16 fields – i.e. the type of tasks and goals that will be the most motivating for you. You can now answer the question: In which of these fields am I least motivated, because I do not live in harmony with my desires? In which fields should I change something?

We cannot change desires, but we can change the way we satisfy them. It is important that the level of satisfaction of a given desire correspond to your needs; there cannot be too much or too little of it. If you can see harmony between your desires and the level of satisfaction on the graphs, it means that you live in harmony with yourself and your needs. This makes you motivated and happy.

In the next part of the report, you can find exercises and topics on how to live in harmony with your desires.

Fields (that is desires) with the biggest discrepancy have the strongest potential for improvement – while working on these fields, you will feel the greatest change in your life.

This Reality Check, especially for this purpose, will help you answer the questions above.

1. Think about the 16 desires, the possibility of living in harmony with them, and the extent to which you can you satisfy them. Think whether what you do at work and how you lead your private life really gives you the motivation described in the previous part.
2. For each desire, mark on the graph the degree to which it is satisfied at the moment.
3. Compare your answers from Reality Check sheet above with your motivation profile, which can be found on page 5.

6

Reality Check

should I change something about myself?



7

Self-development

in the context of desires and motivation

Below, we have included questions and topics that can help your self-development. If you do not wish to answer them, do not. You can answer them all or choose the most relevant ones. Write down your answers or take notes below. While working on this part, use your motivational profile on page 5 and possibly your answers in the Reality Check.



7

Self-development

in the context of desires and motivation

7.1 HIERARCHY OF DESIRES – WHAT MATTERS TO ME NOW?

- Which desires are the most important for you? Write down 3-5 desires. These can be the desires marked in light blue or dark blue (i.e. motivational drivers), or ones marked in orange. They do not have to be the desires with the highest or lowest values.

.....

.....

.....

.....

.....

- Next, write down how you satisfy these desires, that is to what extent do you live in accordance with them (look at what is written in the selected desires in the “What motivates you?” section and think about whether these elements are present in your life). Give examples.

.....

.....

.....

.....

.....

- Do you want to change something? If so, what? How? Since when? What will your first step be?

.....

.....

.....

.....

.....

- To what extent do you use these desires in your professional and private life?

.....

.....

.....

.....

.....

7

Self-development

in the context of desires and motivation

7.2 WHO AM I? – IMPROVING YOUR SELF-AWARENESS

- In the report, are there statements that you do not identify with?

.....
.....
.....
.....

- If so, what was it like earlier? Have you worked on yourself in these fields?

.....
.....
.....
.....

- Ask a person close to you whether they see these elements in your behaviour. Ask them to give examples.

.....
.....
.....
.....

- How do you feel in situations where you do not have control, when you are very happy, unhappy or emotional? To what extent do you agree with the description now?

.....
.....
.....
.....

- Think about a recent situation when you were very happy, satisfied with yourself, maybe even filled with pleasure – which of the desires were you satisfying at that moment?

.....
.....
.....
.....

7

Self-development

in the context of desires and motivation

7.2

- What can you do to experience situations of this kind more often?

.....

.....

.....

.....

.....

7.3

WHAT MOTIVATES ME AT WORK AND TO WORK?

People are much more effective when they work in an environment in which they are internally motivated (i.e. their desires are satisfied). Internal motivation at work encompasses a few elements: creating conditions for satisfying the desires, setting tasks, goals and communication that is in harmony with the desires, as well as adopting the perspective of the person that is to be motivated, rather than motivating from one's own perspective. If even one of these elements is missing, there is less or no motivation.

- To what extent are the professional goals you set yourself in harmony with your desires and yourself? Write them down and think about the desires they are reflected in. Do you see harmony between your goals and your desires? If you find discrepancies, how can you define your goals to make them in harmony with you and your desires?

.....

.....

.....

.....

- To what extent are the professional goals set for you at work in harmony with your desires and yourself? Write the goals down and think about the desires they are reflected in. Do you see harmony between your goals and your desires? If you find discrepancies, what can you do to improve the harmony between the set goals and your needs? Who can you talk to about it?

.....

.....

.....

.....

7

Self-development

in the context of desires and motivation

7.3

- Which of the desires can help you achieve your professional goals and plans? How can you use them even better?

.....

.....

.....

.....

.....

- Which of the desires can prevent you from achieving your professional goals and plans? What can you do to weaken their impact? Which desires can help you do so?

.....

.....

.....

.....

.....

- Analyse your Reality Check – are there desires that you would like to satisfy more in your professional life? Plan specific actions:

.....

.....

.....

.....

.....

- Which of your strengths/desires would you like to use better at work? How?

.....

.....

.....

.....

.....

7

Self-development

in the context of desires and motivation

7.4 MOTIVATION AND GOALS IN PRIVATE LIFE

- To what extent are the goals that you set yourself in harmony with your desires and yourself? Write them down and think about the desires they are reflected in. Do you see a harmony between your goals and your desires? If you find discrepancies, how can you define your goals to make them in harmony with you and your desires?

.....
.....
.....
.....

- Which of the desires can help you achieve your private goals? How can you use them even better?

.....
.....
.....
.....

- Which of the desires can prevent you from achieving your private goals? What can you do to weaken their impact? Which desires can help you do so?

.....
.....
.....
.....

- To what extent do you satisfy the desires that matter in private life (Family, Social contact, Beauty, Eating, Physical activity)?

.....
.....
.....
.....

7

Self-development

in the context of desires and motivation

7.4

- What can you do to satisfy them better? Which desire would you like to start with?

.....

.....

.....

.....

7.5 RESOLVING CONFLICTS

- Think about a conflict that affected you – which of your desires were fully satisfied and which were not? Why do you consider this situation a conflict?

.....

.....

.....

.....

- What, in your opinion, were the desires of the person at the centre of the conflict?

.....

.....

.....

.....

- With your vast knowledge of internal desires, how would you rationally resolve the conflict now?

.....

.....

.....

.....

- Do you have desires with extreme values in your profile? How do you perceive people with the opposite value of those desires? How do you think they perceive you?

.....

.....

.....

.....

7

Self-development

in the context of desires and motivation

7.6 HOW TO CHOOSE THE RIGHT JOB OR PROFESSION?

The motivational profile does not contain specific guidance on the profession you should choose. It does not analyse your usefulness in specific positions or roles. Each motivation profile is an individual, special one, so this kind of recommendation would not be compliant with the RMP philosophy. Of course, certain desires support managers, salespeople or IT specialists, but an individual approach is recommended. Please talk to a certified Reiss Profile Master, who will help you draw the most important conclusions.

- Which desires are most important for you? What strengths are related to them?

.....
.....
.....
.....
.....

- In what job could you use them best? What kind of job could that be?

.....
.....
.....
.....
.....

- If you have an idea about your future job, think about which of your desires would be helpful and which might be obstacles. What conclusions can you draw?

.....
.....
.....
.....
.....

7

Self-development

in the context of desires and motivation

7.7

HOW TO GET MOTIVATED TO DO SPORTS?

If you have a low or average value of the desire Physical activity, then sports are not in themselves motivating for you, and it is more difficult to convince you to do sports for pleasure. It is therefore important to find other desires in your profile that will encourage fitness or even make you sporty.

- Which desires are the most important for you?

.....
.....
.....
.....

- Which (physical) activities and behaviours do they relate to?

.....
.....
.....
.....

- Which sports can satisfy these desires? For example, if you value the desire for social contact highly, choose a sport involving other people.

.....
.....
.....
.....

- If you have chosen a few desires above, are there any sports that combine these desires?

.....
.....
.....
.....

7

Self-development

in the context of desires and motivation

7.7

- What should your training look like (schedule, frequency, place, people, rules, etc.) to satisfy as many desires as possible?

.....

.....

.....

.....

7.8

FINDING MOTIVATION FOR A PERFECT BODY

As with sports, plans to have a perfect body (if that is your plan) have to be in harmony with you.

- To what extend is the goal you set yourself in harmony with your desires? Which desires are responsible for the goal?

.....

.....

.....

.....

- Why do you want to achieve it (which desires would you like to satisfy with it)?

.....

.....

.....

.....

- Which desires can help you achieve your goal? How can you use them?

.....

.....

.....

.....

7

Self-development

in the context of desires and motivation

7.8

- Which desires can prevent you from achieving your goal? How can you use them to achieve your goal?

.....

.....

.....

.....

.....

- What should your plan for getting a perfect body look like (schedule, frequency, place, people, rules, etc.) to satisfy as many desires as possible?

.....

.....

.....

.....

.....

- To what extent will the desire Eating help you achieve your goal? How?

.....

.....

.....

.....

.....

DO THESE EXERCISES AND THE REALITY CHECK IN THE PREVIOUS CHAPTER FROM TIME TO TIME TO CHECK TO WHAT EXTEND YOU ACT IN ACCORDANCE WITH YOURSELF. ALTHOUGH THE MOTIVATION PROFILE CAN CHANGE SLIGHTLY, IT IS VERY DIFFICULT TO CHANGE THE POLE OF A DESIRE.*

* The exception is extreme, traumatic experiences that affect our mental state, such as the death of a close friend or a relative, sudden job loss or an accident.

8

additional information

Reiss Motivation Profile®

The motivation profile is the result of many years of scientific work by Professor Steven Reiss and his team at Ohio State University. This research culminated in the creation of a psychometric tool called the Reiss Motivation Profile®. Professor Reiss was the first to specify what motivates people and what matters to them. Desires presented in the motivation profile affect our personalities and the way we perceive ourselves and others.

Studies of thousands of respondents from around the world have shown that the values of desires presented in RMP are relatively constant over time, while the research on the characteristics of conducting good tests (including reliability and validity) has confirmed the quality of the results presented by RMP. For detailed research results, please contact RMP Polska Instytut Durkalskiego at rmp@reissprofile.pl or a selected RMP Master.



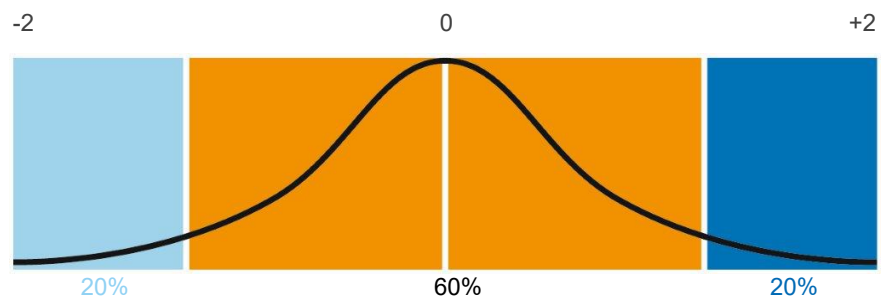
8

additional information

Reiss Motivation Profile®

8.1 INDIVIDUALITY

Each desire is represented by one of the three colours and with the value expressed in numbers between -2 and +2, depending on the strength of the desire. Both the numbers and colours have been selected at random and are of no significance.



Graph 1: Normal distribution Reiss Motivation Profile®

- The field marked in orange represents the average value of the desire and means that the value of the desire is within this field for 60 per cent of the population. It covers all desire values between -0.79 and +0.79
- The field marked in light blue represents a low value of the desire and means that the value of the desire is within this field for just 20 per cent of the population. It covers all desire values between -2 and -0.80.
- The field marked in dark blue represents a high value of the desire and means that the value of the desire is within this field for just 20 per cent of the population. It covers all desire values between +0.8 and +2.

8

additional information

Reiss Motivation Profile®

8.2 PERCEPTION OF ONESELF AND OTHERS

The Reiss Motivation Profile® helps understand why we like some people and get along with them, while we dislike other people and do not get along with them. This happens because we have a natural tendency to construct a negative picture of people who are extremely different to us (who have the opposite value of a given desire), as everything about them is foreign for us. A person different to us has different goals and a different path towards achieving them. These differences in perceptions of reality can cause deep disagreements and distrust, or even dislike. We must bear in mind, though, that otherness is not itself wrong.

Every person is happiest leading the life that is in harmony with their nature, which is why they will prevent attempts to influence it. One needs to accept oneself as one is and accept others as they are.

However, if someone's value of a given desire is close to ours, we are much more likely to like them, as they are similar to us. In these cases, trust and friendliness are often spontaneous. We simply get along with people with similar desires, much better than with people motivated by other ones.

8.3 TWO POLES OF DESIRES

Each desire is described by two opposite poles that designate the low and high value of a desire. The value assigned to a desire describes which pole has more influence on our behaviour:

- the closer to value 0, the more balanced the influence of both poles,
- the further from value 0, the smaller the influence of the opposite pole,
- the closer to extreme values (+2 or -2), the bigger the weight of this pole of the desire.

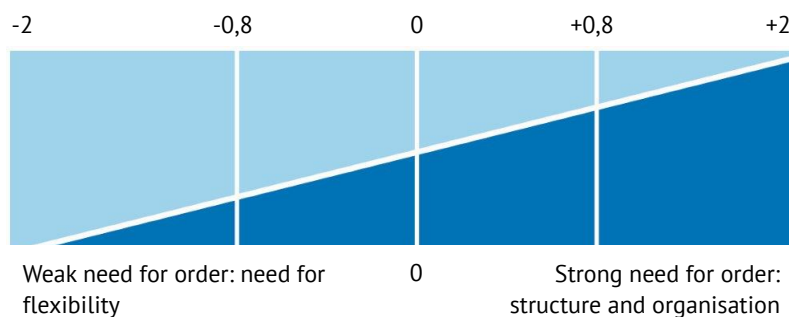
This can be seen with the desire for Order. The dark blue field denotes a high value of the desire, which means good organisation, transparent rules and following a plan. Light blue designates the field with a low value of the desire: flexibility, spontaneity, diversity of tasks, avoiding routine.

8

additional information

Reiss Motivation Profile®

8.3



Graph 2: Two poles in RMP, using the desire for Order as an example

On the right-hand side of the graph, the value of the desire is high. The closer to the middle and the value of 0, the bigger the light blue field is. In the middle, there is a balanced value of both poles. Further to the left, towards the value -2, the light blue field is getting bigger and the dark blue one smaller, i.e. the need for flexibility grows and the need for organisation decreases. In the first part of the report, you will find a picture showing your individual values for all 16 desires.

To interpret the motivation profile correctly, not only the colour of the desire matters, but also the value assigned to it.

- The orange colour of a desire, between -0.79 and +0,79, means that, depending on the situation, we have a low or high need (motivation) to satisfy it. It signifies the need to balance the poles. A desire within this field does not have a special impact on our personality and behaviour.
- The dark blue colour of a desire, between +0.8 and +2, means a very strong need for it. The desire has a special impact on our personality and behaviour, as well as on what motivates us (it is a so-called motivation driver). The meaning of a desire with a high pole is significant.
- The light blue colour of a desire, between -2 and -0.8, means a very weak need for it and a strong need to satisfy the opposite needs. It has a special impact on our personality and behaviour, as well as on what motivates us (it is also a so-called motivation driver). The meaning of the desire with a low pole is significant.

9

Summary

We are happy that you have learned about your RMP motivation profile. It shows your natural needs and desires, as well as the behaviours and situations that are most natural for you, in which you feel safe and relaxed.

By making a Reiss Motivation Profile®, you have taken the first step towards a full and happy professional and private life. Remember that the extent to which you live in harmony with yourself is up to you. A certified RMP Master will help you analyse your profile, draw conclusions and decide what to do next. To select a person to talk to, visit the Institute's website, www.reissprofile.pl

If you have any questions or doubts, do not hesitate to contact the Institute at: rmp@reissprofile.pl

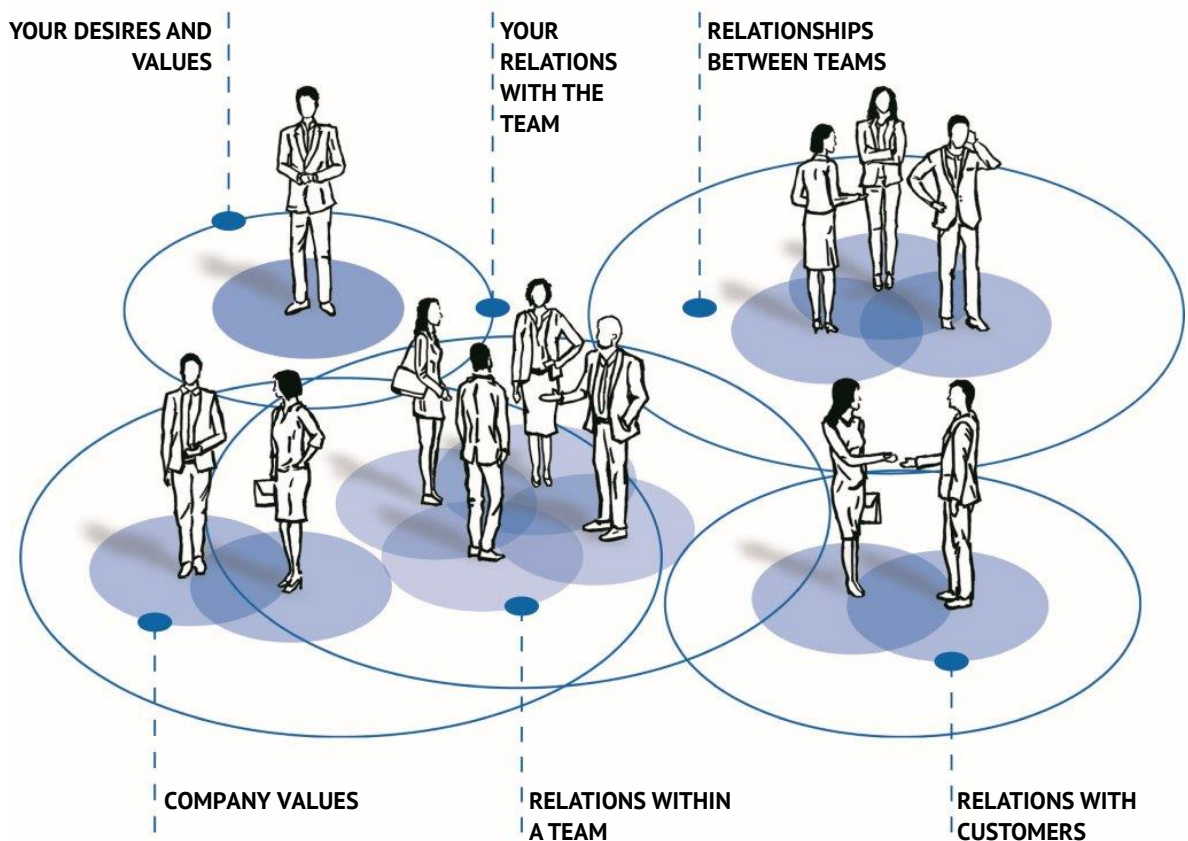
Share your reflections after analysing your motivation profile and reading the report. We wish you good luck with achieving your goals – and plenty of motivation.

More information about Reiss Motivation Profile® methodology you can find at www.reissprofile.pl

Possible applications

Reiss Motivaton Profile® in business and beyond

RMP is a key tool in so called Management through Motivation 3.0:



Based on the Reiss Motivation Profile, we examine the company's values, using it for recruitment, management development, talent, teams, conflict resolution, relations with customers and diversity management.

With RMP, we can rapidly create a cooperation platform for coaching and mentoring that benefits everyone.

Additionally, we offer RSMP (Reiss School Motivation Profile®), a motivation profiling for young people between 16 and 25 years old. The report has been prepared especially for this group and contains valuable tips on motivation and possible development paths.

Reiss

Motivation

Profile

The Science
of Motivation