



YOUR PERSONAL REISS MOTIVATION PROFILE® (RMP)

Prepared for: Mister Minus 2

Date: 29.06.2017

Lic. RMP Master: Daniele Gianella

RMP Version: Reiss Motivation Profile® Business

Hello Mister Minus 2,

This dossier is your own personal Reiss Motivation Profile®. It is excellent that you have decided to take this step – I congratulate you on being interested in yourself!

The motivational research by the American Professor Steven Reiss forms the scientific basis of the Reiss Motivation Profile®. Using numerous studies with thousands of trial subjects he identified a total of 16 psychological basic desires which every human being possesses. These basic desires must be satisfied in order that we feel our lives to be meaningful. They are moulded by our genes and experiences in childhood and adolescence, remain largely constant throughout our lives in accordance with previous perceptions and thus give us permanent orientation.

In the following pages you will find in Part A further information about the background of the Reiss Motivation Profile®. In Part B you will find out how the basic desires motivate you personally. As with every other scientific procedure in personality or motivational psychology, you have to decide entirely as an individual which indicators from the results are important or meaningful for you – and which not. The following questions may help you as you read: How well does each basic desire characteristic describe my actual need? At which places do the statements apply particularly well, and in which points do I not recognise myself? How do I live each basic desire in my day-to-day life?

Finally, you will find in Part C of this dossier more profound indicators as to how you can use the knowledge of your basic desire structure as a guide to professional and private “happiness”. I am happy to support you in this and wish you contentedness and success through the recognition and living out of your basic desires!

Best wishes

Daniele Gianella

Reiss Motivation Profile® Master

TABLE OF CONTENTS

| | |
|--|-----------|
| Part A: | 4 |
| The 16 basic desires and the Reiss Motivation Profile® | 4 |
| Individuality of basic desire characteristics | 5 |
| Intensity of the basic desire characteristics | 6 |
| An overview of the 16 basic | 7 |
| Part B: | 11 |
| Your personal Reiss Motivation Profile® (RMP) | 12 |
| The characteristics of your basic desires | 13 |
| Part C: | 38 |
| The Reiss Motivation Profile® in professional and private life | 38 |
| Your RMP-analysis as a guide to value-based happiness | 39 |
| Perception of oneself and others | 40 |
| Combination of basic desires | 41 |
| More profound applications | 42 |
| References | 42 |
| Recommendations for further reading | 43 |

PART A:

THE 16 BASIC DESIRES AND THE REISS MOTIVATION PROFILE®

“With greater self-awareness, people can make more fulfilling choices that lead to more meaningful lives and fewer troubles as the years pass.”

Steven Reiss, *The normal personality*, Cambridge University Press 2008

When it comes down to it, what is it that makes people happy and contented in life? What is really important to them? Success, wealth, career, family or independence?

In the 1990s, the psychologist Prof. Dr. Steven Reiss (Ohio State University, USA) was surprised to find out that his own science was barely interested in the existential question “Who am I?” and had scarcely any answers to offer.

As Steven Reiss discovered in studies with thousands of trial subjects over many years, it is not just one or two motives that determine our life, but 16 underlying basic desires.

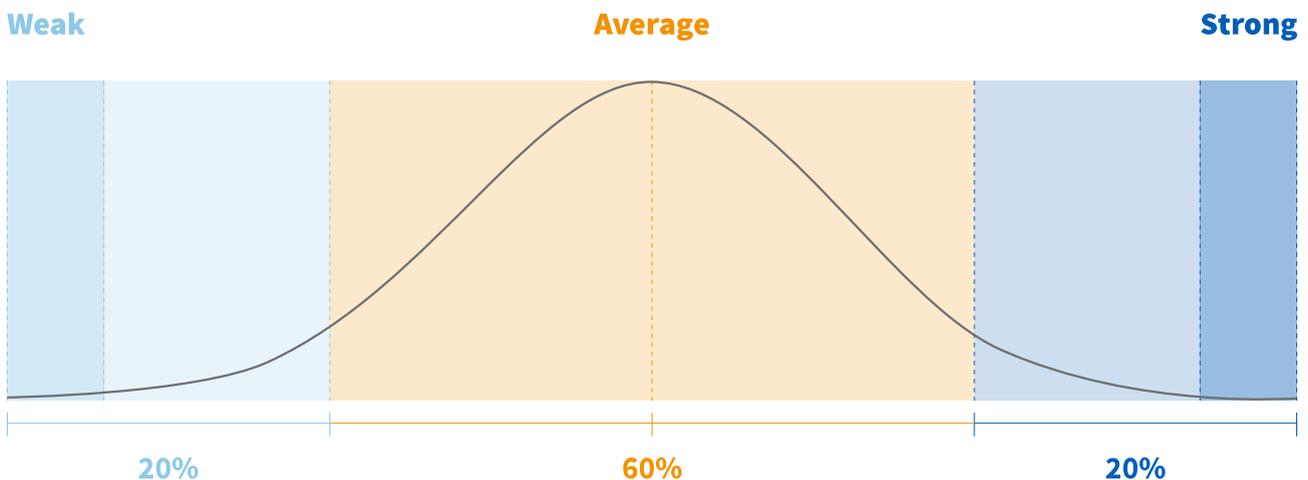
Unlike many other personality assessments, the Reiss Motivation Profile® encompasses a person’s complete desire, drive and value structure. With all the findings to date one may assume that the basic desires outlast situations and time; furthermore, they do not really change in the course of a person’s life.

The scientific criteria that are attached to such a process are met to an exceptional degree. If you would like more information on this, feel free to approach your personal Reiss Motivation Profile® Master.

INDIVIDUALITY OF BASIC DESIRE CHARACTERISTICS

Each Reiss Motivation Profile® is as personal as a fingerprint. In order to classify the individuality of your basic desire characteristics, the answers that you have given in filling in your questionnaire are compared to the answers of a representative control group (Norm).

The frequency distribution of the basic desire characteristics is expressed in the graphic representation of the Reiss Motivation Profile® by a scale with values from -2 to +2, and also in the colours blue and orange:



A "orange" basic desire in the field from -0.8 to +0.8 represents an average basic desire characteristic. About 60% of all human beings possess the basic desire in this group.

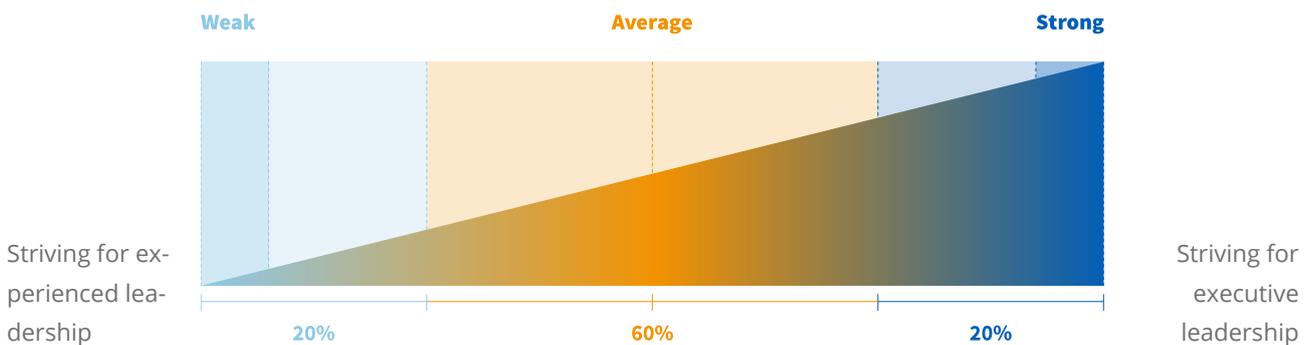
A "blue" basic desire in the field from -2.0 to -0.8 or +0.8 to +2.0 represents a weak/strong basic desire characteristic. Only c. 20% of all human beings possess the basic desire in one of these groups. If their value lies between -2.0 to -1.7 or +1.7 to +2.0, they are only about 2%.

The closer the basic desire value is to -2.0 or +2.0, the more unique their basic desire characteristic is. If one now transfers the individuality of the basic desire values to all basic desires, it becomes clear how variable each Reiss Motivation Profile® is. There are many millions of possible basic desire combinations.

INTENSITY OF THE BASIC DESIRE CHARACTERISTICS

Each basic desire contains a basic desire dimension with two opposing poles, the so-called bi-polarity. The higher or lower a basic desire is characterised, the more strongly the motivation felt dominates in relation to the opposing quality of need. The individual basic desire characteristics therefore affect not just one statement about the individuality of the need, but also the intensity felt.

In the graphic representation of your Reiss Motivation Profile® (Part B) the intensity of your basic desire characteristics is likewise shown clearly by the numerical scale from -2 to +2 and also the colours of the basic desire bars:



A "blue" basic desire in the field +0.8 to +2.0 expresses a strong motivation for the basic desire. A "blue" basic desire in the field from -2.0 to -0.8 describes a weak motivation for the basic desire and thus a strong motivation for the opposing need.

A "orange" basic desire in the field from -0.8 to +0.8 represents an average motivation for the basic desire. A person who possesses an average desire characteristic is striving for evenly balanced portions of both desire dimensions.

Example: With an average basic desire for power you would most probably like to decide for yourself in many situations, whilst in other cases you would prefer to orientate yourself to the decisions of others.

Please note that the colours blue and orange always stand only for the variable intensity of the basic desire characteristics. A Reiss Motivation Profile® is to be considered as non-judgemental and simply serves for the representation of the individuality of a human being.

AN OVERVIEW OF THE 16 BASIC

| | | | |
|--------------|---|---------------|---|
| Power |  | strong | Has the desire to lead and influence others, willingness to take responsibility, ambitious, success-oriented and performance-oriented, assertion of will |
| | | weak | Dislikes leadership roles, does not like to influence others, more comfortable with following somebody else's lead rather than serving as the leader herself/himself |
| Independence |  | strong | Values personal freedom and self-sufficiency, does not want to be dependent upon others, tends to do things alone, without help from other people, likes to live his/her individuality, places a high value on autonomy |
| | | weak | Desire to bond with others, wants to be part of a community, team-oriented, able to rely on others |
| Curiosity |  | strong | Places a high value on understanding things, tends to „get to the bottom of things“, intellectual behavior, eager for knowledge, thoughtful, analytical, cares about ideas, knowledge and theories, regardless of practical relevance |
| | | weak | Highly interested in practical things and practicability, believes that „actions speak louder than words“, prefers a practical approach, dislikes having to analyze things, „Doer“ |
| Acceptance |  | strong | Sensitive to criticism and rejection, seeks for acceptance and positive self-esteem, avoids criticism |
| | | weak | Self-reliant, self confident, constructively opposed to criticism, optimism, is able to handle setbacks better than other people |

REISS MOTIVATION PROFILE® BUSINESS

Order



strong

Seeking for organization, has a structured approach , places a high value on safety, stability and order, pays attention to details, prefers to plan, difficulty to adapt to changes

weak

Prefers flexibility and less structure, likes changes, low need for security, may seem unstructured/chaotic, appreciates spontaneity, low need for order

Saving



strong

Likes to collect things and keep things, takes care of his/her belongings/property, tends to be frugal, dislikes to throw things away or to waste them

weak

No interest in keeping or collecting things, has no difficulty with giving or throwing things away, tendency to material generosity

Honor



strong

Oriented to principles, high need for moral integrity, appreciates moral, character and tradition, places a high value on loyalty

weak

Expedience, strongly motivated by own personal code of conduct, little oriented to general principles and traditions

Idealism



strong

Places a high value on social justice, fairness, need to make the world a better place, humanitarian orientation

weak

Values social self-responsibility, realistic and pragmatic attitude towards social issues and questions

REISS MOTIVATION PROFILE® BUSINESS

Social Contact



strong

Communicative, sociable and outgoing, active social life, loves jokes, prefers close contact with friends, has many friends, loves to spend time with others and appreciates common activities

weak

Dislikes an active social life, prefers time alone, little need for companionship and social interaction

Family



strong

Wants to have children and a family life, likes to spend a lot of time with children and family, places a high value on bonding to siblings

weak

Does not want to have own children, can enjoy time without the family

Status



strong

Places a high value on prestige, wealth, titles and reputation, public attention and money are essential

weak

Places a high value on modesty, believes in social equality, rejects snobbery, formality, status symbols and prestige

Vengeance



strong

Searches for retribution and revenge, has a fighting spirit, high need for competition and contest, likes to win

weak

Avoids conflicts and arguments, low need for comparison, willing to compromise, prefers harmony

REISS MOTIVATION PROFILE® BUSINESS

Beauty



strong

Places a high value on beauty, art, design, fashion or sensuality

weak

Little interest in beauty, beautiful things or sensuality, prefers sobriety

Eating



strong

Loves to eat, has a hearty appetite, appreciates variety in taste and food, food is enjoyed and celebrated

weak

Does not place a high value on food, has little appetite, fussy eater, not interested in food

Physical Exercise



strong

Enjoys movement and physical fitness, energetic, active, loves physical exertion

weak

Does not value sports and physical exercise, comfortable, avoids physical exertion or sports

Tranquility



strong

High sensitivity to danger, risk or pain, gets nervous easily, experiences stress and anxiety frequently

weak

Little sensitivity to danger, risk or pain, deals well with stress, remains "cool" under pressure, brave and fearless

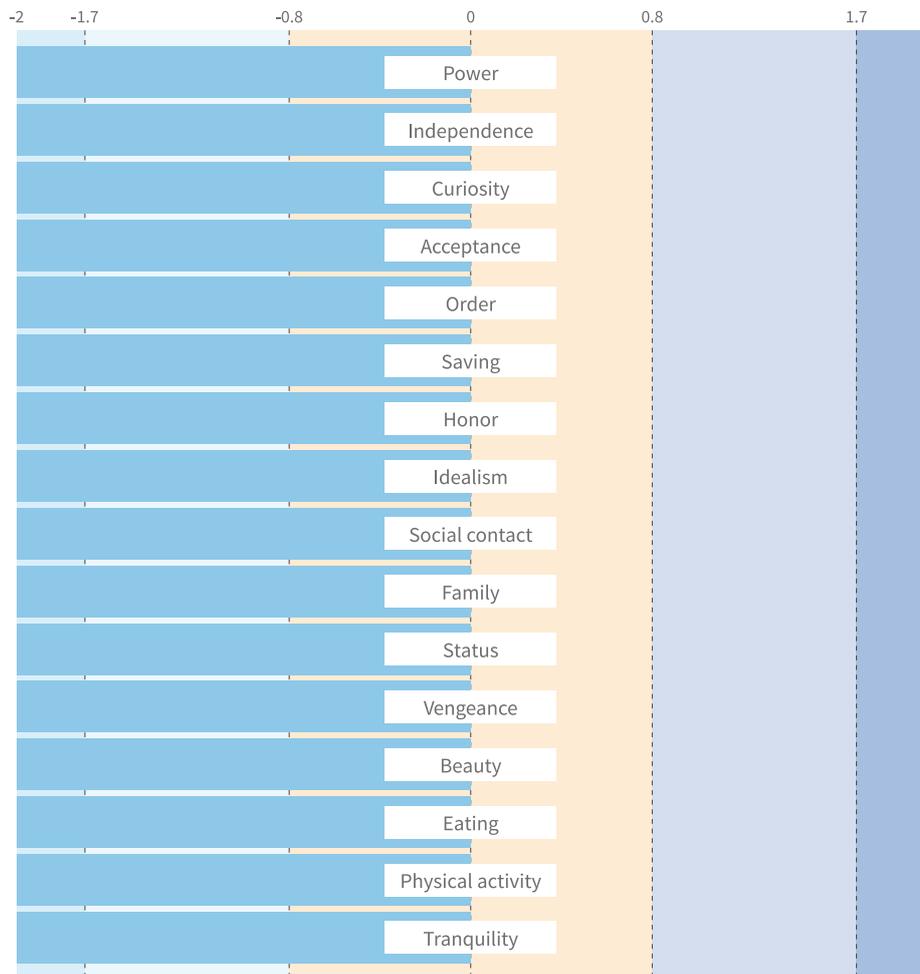
PART B:

YOUR PERSONAL REISS MOTIVATION PROFILE®

“Everybody embraces all sixteen basic desires, but they prioritize them differently.”

Steven Reiss, *The normal personality*, Cambridge University Press 2008

YOUR PERSONAL REISS MOTIVATION PROFILE® (RMP)



233

| | Power | Independence | Curiosity | Acceptance | Order | Saving | Honor | Idealism | Social contact | Family | Status | Vengeance | Beauty | Eating | Physical activity | Tranquility |
|----------------|-------|--------------|-----------|------------|-------|--------|-------|----------|----------------|--------|--------|-----------|--------|--------|-------------------|-------------|
| Mister Minus 2 | -2.00 | -2.00 | -2.00 | -2.00 | -2.00 | -2.00 | -2.00 | -2.00 | -2.00 | -2.00 | -2.00 | -2.00 | -2.00 | -2.00 | -2.00 | -2.00 |

THE CHARACTERISTICS OF YOUR BASIC DESIRES

The text evaluation relates solely to the strong/weak basic desires. These text components provide an initial orientation that should always be treated in depth in an assessment interview with the consulting RMP Master. Even the significance of the basic desires with a "average" score (ORANGE) can be classified more precisely during an interview.

Every basic desire term designates a dimension whose particular development is individually experienced and shaped. This is one of the key elements of the assessment interviews.

"If I know how an individual prioritizes and combines the sixteen basic desires, I can predict with significant validity the individual's personality traits, values, relationships, and behavior in real-life situations."

Steven Reiss, The normal personality, Cambridge University Press 2008



POWER

(-2.00)

Dislikes leadership roles, does not like to influence others, more comfortable with following somebody else's lead rather than serving as the leader herself/himself

Since you scored as having a weak need for power on the Reiss Motivation Profile®, you may have little desire to influence, lead, or advise others.

The following is a general description of how a weak need for power might motivate you and might play out in your career or work. Typically people with this need show only some of these behaviors. You should pick and choose which ones apply to you.

You might dislike leadership roles. It may be more comfortable for you following somebody else's lead rather than serving as the leader yourself. You might enjoy supportive roles. Maybe you take pride in providing others with the assistance they need to get a job done.

You might act nonassertive and nondirective. Maybe you dislike giving advice or direction. When thrust into a position where others look to you for guidance, you might experience stress.

Maybe you try to create your personal balance between your career and the other aspects of your life. It is also possible that your personal life is more important to you than your career.

Sometimes people with a weak need for power tend to set themselves less ambitious targets, although they do have talents and potential. Maybe they would like to spend more time with other interests, family, friends etc.

Some people with a weak desire for power value personal achievement, but only when pursued in moderation so they also can have a life. Some set goals that are well within their reach so they have time to pursue their other interests. Some are perceived as easy-going and laid-back. When pushed to work hard, some nondirective people quit.

Many people with this need do not want to be responsible for what happens to others. Although they typically accept responsibility for themselves, some believe that everyone must make their own decisions and learn from their own mistakes. Some tend to be patient and make few demands on others.

When under pressure, many nondirective people have a tendency to become passive onlookers who watch events unfold rather than intervene. They might for instance watch loved ones make a unwise career decision without pressing him or her to change course.

Nondirective people might be interested in a 9 to 5 job or career that does not require taking work home and permits a lot of time off for leisure. On the other hand, they might be disinterested in a job or career that rewards leadership ability.

Willful people and non-directive people tend to misunderstand each other. Many willful people think that nondirective people lack ambition and would be happier if they worked harder. Many nondirective people think that willful people are workaholics who would be happier if they devoted more time to leisurely pursuits. The truth of the matter is that individuality is much greater than commonly supposed. Some people are born to be assertive, and others are born to be nondirective. Since each person is happiest with a lifestyle that fulfills his/her own nature, he/she will resist external pressures to change.



INDEPENDENCE

(-2.00)

Desire to bond with others , wants to be part of a community, team-oriented, able to rely on others

Since you scored as having a weak need for independence on the Reiss Motivation Profile®, you may have a strong need for interdependent relationships.

Many interdependent people are comforted knowing they can rely on others when they need help.

The following is a general description of how a weak need for independence might motivate you and might play out in your career or work. Typically people with this need show only some of these behaviors. You should pick and choose which ones apply to you.

You might prefer others to take part in most of your activities. In your job you probably act team-oriented. You might prefer to work on your duties together with your colleagues. You probably have a strong sense for community and like it to spend time with others and make decisions together.

As an executive you probably prefer making decisions together with your team.

You might like being together with other people and dislike to be alone. It might be important for you to know that there is somebody there for you if you need him or her. To be completely alone – at your workplace or at home – probably makes you feel uncomfortable.

In your private life you probably prefer to walk through life together with somebody. You probably do not like to be alone. You might also prefer to share your favorite activities with your partner. To rely on others might not be a problem for you.

In relationships, some interdependent people seek emotional closeness. Some like to share their thoughts and feelings. Some are attentive to the feelings and opinions of others. Some like to feel as if they and their partner are “one.”

Some interdependent people value unity and teamwork. Being a member of a close-knit team gives them energy and an inner sense of being grounded. Some admire teams that learn, work, or play sports together as one unit. When cast in a leadership role, they may like to build a consensus before initiating actions.

When under stress, some interdependent people may need emotional support from a partner, parent, or loved one. Some want others to take care of them.

Interdependent people might be interested in a career or job that provides a high degree of teamwork.

Independent people and interdependent people tend to misunderstand each other. Many independent people think that interdependent people would be happier if they were less reliant on others. Many interdependent people think independent people are stubborn and difficult to get along with and would be happier if they would just go along, to get along. The truth of the matter is that individuality is much greater than commonly supposed. Some people are born to be interdependent, and others are born to be independent. Since each person is happiest with a lifestyle that fulfills his/her own nature, he/she will resist external pressures to change.



CURIOSITY

(-2.00)

Highly interested in practical things and practicability, believes that “actions speak louder than words”, prefers a practical approach, dislikes having to analyze things, “Doer”

Since you scored as having a weak need for intellectual curiosity on the Reiss Motivation Profile®, you may be a practical person.

You may believe that “actions speak louder than words” and take a practical approach to accomplishing your goals. You may dislike having to analyze things. You may think of yourself as a “Doer” as distinguished from those who are “thinkers”.

The following is a general description of how a weak need for intellectual curiosity might motivate you and might play out in your career or work. Typically people with this need show only some of these behaviors. You need to pick and choose which ones apply to you.

A weak need for intellectual curiosity motivates some people to rely on their common sense, intuition, imagination, or hunches. The ideas that interest practical people are those they can put to use in their everyday life. Some like to use images and pictures to express themselves. Some value insight and intuition more than they value rigorous logic.

You might be action oriented and practical. You may like to get things done. You probably like to find your ideas in practical things.

You may subscribe to the philosophy that effort and talent, not smarts, are the keys to success. You may believe that genius is overrated. Maybe you value “street smarts” much more than book learning.

Maybe you value simplicity. You may be uncomfortable with a job connected to designing complex strategies or plans. Having to think deeply or analyze details may drain your energy.

Many people with a weak need for intellectual curiosity are at their best when tasks are broken down into small, bite-size pieces. They may learn best by a hands-on approach in which they can practice something over and over, as opposed to a conceptual approach focused on reading manuals or books.

When under stress, some practical people may have a tendency to act first and think later.

Some practical people might be interested in a career or job that requires common sense and practical knowledge. On the other hand, they might wish to avoid jobs that require deep thinking or knowledge of many topics.

Practical people and intellectuals tend to misunderstand each other. Many practical people wonder if intellectuals are mired in trivia and should devote less time to analyzing things. Many intellectuals think that practical people need to think more carefully about what they are doing. The truth of the matter is that individuality is much greater than commonly supposed. Some people are born to become practical people, and others are born to become intellectuals. Since each person is happiest with a lifestyle that fulfills his/her own nature, he/she will resist external pressures to change.



ACCEPTANCE

(-2.00)

Self-reliant, self confident, constructively opposed to criticism, optimism, is able to handle setbacks better than other people

Since you scored as having a weak need for acceptance on the Reiss Motivation Profile®, you may be less sensitive to the possibility of failure and criticism than is the average person.

Nobody likes to fail, but people with this need tend to overcome setbacks or and move on. Nobody likes to be criticized, but people with a weak need for acceptance have a tendency to take negative feedback constructively without overreacting.

The following is a general description of how a weak need for acceptance might motivate you and might play out in your career or work. Typically people with this need show only some of these behaviors. You should pick and choose which ones apply to you.

You may be a confident person. You may tend to brush off setbacks and move on. You may focus on what might go right rather than on what might go wrong.

Many people with this need tend to be secure and self-confident. They rarely doubt themselves. They have an inner conviction of their own self-worth. When things go wrong, they do what they can to solve the problem and tend to remain optimistic.

This need motivates a “can do,” positive attitude. Confident people are willing to give things a try. Many go after what they want in life. They believe in themselves and generally expect to succeed if they set their mind to it. They are willing to risk failure in order to give themselves a chance at success. They tend to view setbacks as temporary bumps along the road of life. At work they may focus their energies on the task at hand without becoming unduly intimidated by the possibility of failure.

Confident people tend to be self-motivated and may require little encouragement from others. Some are decisive. They expect life to work out for them. They consistently give good effort because they expect success almost every time they make up their minds to do something. They may have the self-confidence to learn from constructive feedback.

Many confident people accentuate the positive rather than dwell on the negative. They have a positive view of themselves and expect to make favorable impressions. They engage in positive self-talk such as “I can do this, no problem” or “It always works out in the end.”

REISS MOTIVATION PROFILE® BUSINESS

When under stress, they should guard against overconfidence. They can be too optimistic in how quickly they assume they can accomplish their goals. They may have a tendency to overestimate what they can accomplish. Some occasionally fail because they took on more than they could chew. When setting goals, these individuals need to be mindful of what they can realistically accomplish.

Some self-confident people can give good effort under many different types of supervision or work environments. They do better than most people at jobs that involve frequent evaluation, rejection, or criticism. Some self-confident people might be motivated in jobs involving adventure.

People sensitive to failure and people who are unafraid of failure tend to misunderstand each other. People with a strong need for acceptance think of people who are unafraid of failure they are too self-confident. People who are unafraid of failure think of people sensitive to failure that they are their own worst enemy.

The truth of the matter is that individuality is much greater than commonly supposed. Some people are born to be more sensitive to failure and criticism, while others are born to be more confident. Since each person is happiest with a lifestyle that fulfills his/her own nature, he/she will resist external pressures to change.



ORDER

(-2.00)

Prefers flexibility and less structure, likes changes, low need for security, may seem unstructured/chaotic, appreciates spontaneity, low need for order

Since you scored as having a weak need for order on the Reiss Motivation Profile®, you may feel uncomfortable when your environment is highly organized or scheduled.

The following is a general description of how a weak need for order might motivate you and might play out in your career or work. Typically people with this need show only some of these behaviors. You should pick and choose which ones apply to you.

Many people with a weak need for order dislike organizing, planning, and scheduling. Some dislike having to conform their behavior to detailed rules, schedules, and plans. Some value flexibility. Some are motivated by spontaneity. Some enjoy improvising and making it up as they go along. Some have a tendency to jump into new projects with minimal planning.

You might be at your best in situations requiring improvisation and spontaneity. Maybe you dislike activities requiring precision and repetition, such as filling out forms or golf swings. You might value variation in routine. You may like to vary how you perform routines from one time to the next.

Many people with a weak need for order often think of order as restrictive. Their clothes may be wrinkled, their car may be filled with old newspapers or clutter. They may not even notice when their room is a mess or dirty dishes are in the sink.

Many people with a weak need for order prefer to focus on the essence of a matter, paying little attention to details. Some consider small details as trifles. Some often do not notice details. They may like to follow the spirit of the law, but not necessarily the letter of the law. Some focus on the "big picture."

People with a weak need for order do not like routine jobs. They dislike having to conform their behavior to rules, schedules, or plans. Jobs connected to change or jobs with little routine seem to be ideal. They have a tendency to do things with little or minimal preparation. As businesspeople, they like to jump into new projects, learning what they are doing as they go along. As speakers, they have a propensity to just start talking without having first outlined in any detail what it is they are going to say.

Flexible people might be interested in a job or career that rewards spontaneity and/or capacity to cope with ambiguity.

On the other hand, they might be poorly suited for a job or career that rewards attention to details, procedure, organization, repetition, or cleanliness.

People with a weak need for order sometimes get in a hurry because they underestimate their work or because they do not keep track but deal with some other things.

Many flexible people like to keep their options open for as long as they can. They may put off making decision until the last minute. Some give little thought to where they are headed in life. As the saying goes, they “follow their nose.”

Some flexible people have a tendency to have too many balls in the air. Some think it is impressive to be engaged in multiple activities at the same time. They may have a tendency to spread themselves too thin. Some tend to start a new project before they finished the last one.

When under stress, some of these individuals are quick to make changes and try adaptations. Some change plans so often they do not give any one plan a sufficient opportunity to work. They must guard against making changes for the sake of change.

Orderly people and flexible people tend to misunderstand each other.

Many orderly people think flexible people tend to have too many balls in the air and would be more successful if they prioritized better and organized what they had to do. Many flexible people think orderly people are mired in trivia and would be more successful if they spent more time on what is important. The truth of the matter is that individuality is much greater than commonly supposed. Some people are born to be orderly, while others are born to be flexible and spontaneous. Since each person is happiest with a lifestyle that fulfills his/her own nature, he/she will resist external pressures to change.



SAVING

(-2.00)

No interest in keeping or collecting things, has no difficulty with giving or throwing things away, tendency to material generosity

Since you scored as having a weak need for saving on the Reiss Motivation Profile®, you may not feel the need to save or hold on to things.

The following is a general description of how a weak need for saving might motivate you and might play out in your career or work. Typically people with this need show only some of these behaviors. You should pick and choose which ones apply to you.

You may be a generous person. Maybe you act wasteful sometimes. To keep or collect things may not be very important to you.

Some non-savers do not take care of the things they own. They may not, for example, take care of their home or car. They may not take care of their clothes.

Some non-savers would rather buy something new than repair something old. Some dislike patching things up. Some may not know how to make repairs.

Maybe you have trouble holding onto money. As the saying goes, "money burns a hole in your pockets." Maybe you enjoy shopping.

When under stress, some non-savers may have a tendency to misuse, lose, or damage their property.

Maybe you like jobs where things are disposed of or where you can buy things. You might be frustrated in jobs where frugality or saving is rewarded.

Savers and spenders tend to misunderstand each other. Many savers think that spenders are irresponsible and wasteful individuals who would be better off if they took greater care of their possessions and spent their money more wisely. Many spenders think that savers are self-denying and would be happier if they spent more money to live a more comfortable life. The truth of the matter is that individuality is much greater than commonly supposed. Some people are born to be savers, and others are born to be spenders. Since each person is happiest with a lifestyle that fulfills his/her own nature, he/she will resist external pressures to change.



HONOR

(-2.00)

Expedience, strongly motivated by own personal code of conduct, little oriented to general principles and traditions

Since you scored as having a weak need for honor on the Reiss Motivation Profile®, you may be strongly motivated by your own personal code of conduct.

The following is a general description of how a weak need for honor might motivate you and might play out in your career or work. Typically people with this need show only some of these behaviors. You should pick and choose which ones apply to you.

When an important opportunity presents itself, you may be willing to do whatever it takes to exploit it.

Maybe you keep a sharp eye out for opportunity. You might neglect a prior commitment to take advantage of a new opportunity that presents itself after the commitment was made.

Maybe you like to know what is in it for you before you make a major commitment to do something.

Some people with this need are loyal to their employer to the extent that their employer takes care of them. Some have a tendency to change jobs when opportunity presents itself.

At work, some people with a weak need for honor are motivated to do whatever it takes to get the job done. Some feel that the competition bends the rules every now and then, so they must do the same to stay competitive. Some might think of others who profess high morals as hypocrites. Some are not particularly forthcoming.

Some people with this need may be interested in a job or career that gives emphasis to taking advantage of opportunities. On the other hand, they might be disinterested in a job or career in which employees are expected to help without a clear benefit in return.

Conscientious people and expedient people tend to misunderstand each other. Many conscientious people think that expedient people are self-serving. Many expedient people think that conscientious people are afraid of getting into trouble for bending rules. The truth of the matter is that individuality is much greater than commonly supposed. Some people are born to be conscientious, and others are born to be expedient. Since each person is happiest with a lifestyle that fulfills his/her own nature, he/she will resist external pressures to change.



IDEALISM

(-2.00)

Values social self-responsibility, realistic and pragmatic attitude towards social issues and questions

Since you scored as having a weak need for idealism on the Reiss Motivation Profile®, you may believe that injustice and unfairness are part of life.

You may think that the world is what it is and there is no point in putting a lot of effort into trying to change it by helping the needy and downtrodden. The following is a general description of how a weak need for idealism might motivate you and might play out in your career or work. Typically people with this need show only some of these behaviors. You should pick and choose which ones apply to you.

Some people with this need look the other way when an injustice occurs. They do not object when others use racial or ethnic slurs. They may think the world is what it is and there is no point trying to change it. Some do not stand up against the forces of injustice or tyranny because of concerns about retaliation. They may think their first responsibility is to their family or to themselves. They may think it would be unwise to risk their own welfare to help people they do not even know.

A weak need for idealism motivates a pragmatic attitude toward social issues. Realists typically do not support social or humanitarian causes. Some think that everyone should take personal responsibility and should lift themselves up and not rely on others to do the job for them. They may believe that injustice and unfairness are simply a part of life – and that these cannot be easily changed.

Realists might be interested in a job or career that rewards their realistic attitudes. On the other hand, they might be uncomfortable with any career or job that rewards idealism.

Idealists and realists tend to misunderstand each other. Many idealists think realists lack compassion and would have a richer life if they became more involved in helping those in need. Many realists think idealists are dreamers who sometimes make things worse despite the best of intentions. The truth of the matter is that individuality is much greater than commonly supposed. Some people are born to be idealists, and others are born to be realists. Since each person is happiest with a lifestyle that fulfills his/her own nature, he/she will resist external pressures to change.



SOCIAL CONTACT

(-2.00)

Dislikes an active social life, prefers time alone, little need for companionship and social interaction

Since you scored as having a weak need for social contact on the Reiss Motivation Profile®, you may place less value on social life than does the average person.

Everybody socializes, of course, but every now and then people with a weak need for social contact like to spend time away from the crowd to rejuvenate themselves.

The following is a general description of how a weak need for social contact might motivate you and might play out in your career or work. Typically people with this need show only some of these behaviors. You should pick and choose which ones apply to you.

Some people with this need like to keep to themselves. Some may prefer a few close friends to many casual ones. Some spend a lot of time alone working or meditating or engaged in a hobby or leisurely pursuit.

Many people with a weak need for social contact prefer to work as an individual rather than as part of a team or group. Some feel uncomfortable in groups. When required to be in group situations, some keep to themselves and choose to interact only to the extent necessary. For some shyness may contribute to the low need for social contact. A few may avoid social situations out of a fear of rejection.

Many people with a weak need for social contact belong to few clubs or social groups. Some experience socializing as superficial. Some experience it as burdensome. Some attend few parties or slip away early. Some do not even know who is having a party that weekend.

Some private people do not overtly show a lot of interest in other people's lives. Although they may work with a number of people, none or few of them may become personal friends. Some do not keep up with people after they move away or take a different job.

Some people with a weak need for social contact have a serious or quiet personality. Some smile only infrequently. Some dismiss pranks and practical jokes as childish.

Some private people experience solitude as relaxing. Some like to collect their thoughts or meditate when alone. Some like the quietness, relaxed pace, absence of interruptions, and freedom from social demands associated with solitude.

When under stress, some people with this need may "space out" for a spell, which basically means withdrawing mentally into one's own inner world. Some want to go into their cave and be left alone by others until they can rejuvenate. At such times they want others to respect their space and let them keep to themselves for a while. A few may be aloof or brusque.

REISS MOTIVATION PROFILE® BUSINESS

Private people are at their best in any job or career requiring only infrequent contact with other adults. They might be poorly matched to a job or career that involves significant social contact.

Sociable and private people tend to misunderstand each other. Many sociable people think that private people are too serious about things and would be happier with a richer social life. Many private people think that sociable people are superficial and should be more serious about things. The truth of the matter is that individuality is much greater than commonly supposed. Some people are born to be gregarious, and others are born to be private. Since each person is happiest with a lifestyle that fulfills his/her own nature, he/she will resist external pressures to change.



FAMILY

(-2.00)

Does not want to have own children, can enjoy time without the family

Since you scored as having a weak need for family on the Reiss Motivation Profile®, you may not be a family oriented person.

The following is a general description of how a weak need for family might motivate you and might play out in your career or work. Typically people with this need show only some of these behaviors. You should pick and choose which ones apply to you.

Probably you care about family members, but you may not feel the need to spend significant amounts of time with them. You may prefer to keep your focus on your own activities, careers or friends. Maybe you have things that you want to do with your life that are not compatible with raising a family, such as devoting full effort to career or travel.

Maybe you have experienced conflict within your own family and consider family life to be stressful.

Some people with this need may wish not to have children. They may be unlikely to change their minds. Others may wish to have children but may have difficulty enjoying or relating with them. They may experience the day-to-day chores of looking after children as burdensome, boring, or tying them down. Children may annoy them.

When under stress, you may become easily annoyed or frustrated around children, brothers or sisters.

You might be interested in a career or job that has little to do with children.

Family-oriented people and nonfamily-oriented people tend to misunderstand each other. Many family-oriented people think that nonfamily-oriented people are being selfish and would have a more fulfilling life if they had children or spent more time with them. Many nonfamily-oriented people think that family-oriented people are tied down and would be happier if they were free to live life to its fullest. The truth of the matter is that individuality is much greater than commonly supposed. Some people are born with strong parenting instincts, and others are born with weak parenting instincts. Since each person is happiest with a lifestyle that fulfills his/her own nature, he/she will resist external pressures to change.



STATUS

(-2.00)

Places a high value on modesty, believes in social equality, rejects snobbery, formality, status symbols and prestige

Since you scored as having a weak need for status on the Reiss Motivation Profile®, you may be relatively unimpressed with the prestige value of the things you own.

The following is a general description of how a weak need for status might motivate you and might play out in your career or work. Typically people with this need show only some of these behaviors. You should pick and choose which ones apply to you.

You might be humble and down-to-earth. You might dislike elitism, pomposity, and snobbery because these qualities challenge your belief in social equality. You might probably act informal, unceremonious, or casual.

Some people with this need tend to behave in the mannerisms of ordinary people, especially middle class people. Some act, for example, in an informal manner. Some wear clothes associated with average people. Some avoid clubs for high-status people.

You might reject materialism. Maybe you buy and use products based on how well they are made or work, not based on how prestigious they are. Maybe you tend not to notice prestigious cars, addresses, or clothing labels. You might pay little attention to what others think.

Some people with a weak need for status identify with the middle or working class. They do not respect wealthy people because they are rich and have money. Some might think celebrities are undeserving of all the attention they receive. Many are unimpressed with royalty.

At work, some people with a weak desire for status act informal. Some do not show the appropriate amount of deference and respect to people of higher status than they are. Some pay little attention to the prestige value of their job title, job, or the company they work for.

Some tend to reject people who are admired, popular or elitist.

People with a weak need for status might be interested in a job or career that is associated with the working class. They might dislike any job that involves interacting with wealthy or formal people.

Formal and informal people tend to misunderstand each other. Many formal people think that informal people are unimportant and can be ignored. Many informal people think that formal people are show-offs. The truth of the matter is that individuality is much greater than commonly supposed. Some people are born to be formal, and others are born to be informal. Since each person is happiest with a lifestyle that fulfills his/her own nature, he/she will resist external pressures to change.



VENGEANCE

(-2.00)

Avoids conflicts and arguments, low need for comparison, willing to compromise, prefers harmony

Since you scored as having a weak need for vengeance on the Reiss Motivation Profile®, you may try to avoid conflict and may look for common ground and compromise.

The following is a general description of how a weak need for vengeance might motivate you and might play out in your career or work. Typically people with this need show only some of these behaviors. You should pick and choose which ones apply to you.

You might be a peacemaker. Maybe you are skilled at negotiating resolutions to disputes. You might be skilled at bringing people together after they have quarreled, competed, or fought. After a competition, you may encourage the two sides to shake hands, hug, and make up. You probably are turned off by violence and hatred. Maybe you believe in nonviolence. Or you might believe that violence doesn't solve anything and only begets more aggression.

You probably are slow to anger or get rattled. You might overlook insults and provocations from others. When provoked, you probably prefer non-aggressive approaches to deal with the situation. Maybe you are quick to forgive people who cross you.

Given your desire to avoid conflict, you probably would prefer to let others get away with something than to challenge them. You probably are cooperative.

Many individuals with a weak need for vengeance value harmony. Some are gentle. Some are kind.

Some people with a weak desire for vengeance dislike competition. Some think there is too much of an emphasis on winning in sports. Many subscribe to the philosophy that, "winning isn't everything." Many feel that participation in sports is more important than winning. Some prefer not to keep score in athletic contests.

When under pressure, many peacemakers become more determined than ever to avoid confrontation. Some believe that the only way to win an argument is to avoid it. Some may not notice insults and provocations from others. Many avoid making threats or criticisms. When provoked, many prefer non-aggressive approaches to deal with the situation and are often quick to forgive people who cross them.

Some may be well suited to jobs or careers that require cooperation with other people. On the other hand, they may be disinterested in a job or career that gives emphasis to competition, protection, or confrontation.

Fighters and peacemakers tend to misunderstand each other. Many fighters think peacemakers are coward and weak. Many peacemakers think fighters are troublemakers and do not think clearly about the consequences of their actions. The truth of the matter is that individuality is much greater than commonly supposed. Some people are born to be fighters, and others are born to be peacemakers. Since each person is happiest with a lifestyle that fulfills his/her own nature, he/she will resist external pressures to change.



BEAUTY

(-2.00)

Little interest in beauty, beautiful things or sensuality, prefers sobriety

Since you scored as having a weak need for beauty on the Reiss Motivation Profile®, you may be less sensitive to the esthetic appeal of your surroundings than is the average person.

Everybody appreciates beauty, of course, but people with a weak need place an uncommonly low value on beautiful people, places, and things. Some may not even notice the plain or unattractive aspects of their surroundings. The following is a general description of how a weak need for beauty might motivate you and might play out in your career or work. Typically people with this need show only some of these behaviors. You should pick and choose which ones apply to you.

Many people with a weak need for beauty are not interested in art, design, and fashion. Some devote little time and effort to decorating their office or home. Some dress in clothes that are comfortable or meet basic needs with little consideration of how fashionable they are.

Asceticism is sometimes associated with a weak need for beauty. Ascetics pay less attention to the sensual aspects of life than does the average person. Some reject passion. Some embrace simplicity. Some reject good tasting meals. Some are relatively inattentive to possible romantic opportunities. Some limit the pleasure they experience or reject it as superficial. You might pay little attention to how attractive your environment is. You may be content to work in environments that are simple, plain, unattractive, severe, Spartan, or austere. Maybe you tend to be somewhat inattentive to the aesthetic appeal of the world around you. Some people with a weak need for beauty are poorly suited to a job or career that rewards attentiveness to beauty, design, or sensuality. Compared to the average person, these individuals might tolerate jobs that require exposure to unattractive or austere environments or situations.

Esthetes and ascetics tend to misunderstand each other. Esthetes tend to think that ascetics live and look sloppily. Ascetics might assume esthetes waste their time with useless decorating. The truth of the matter is that these people have different natures. Some people are born to be esthetic, and others are born to be ascetic. Since each person is happiest with a lifestyle that fulfills his/her own nature, he/she will resist external pressures to change.



EATING

(-2.00)

Does not place a high value on food, has little appetite, fussy eater, not interested in food

Since you scored as having a weak need for eating on the Reiss Motivation Profile®, you may have a weak appetite for food and a tendency to eat little.

Everybody likes to eat, of course, but people with a weak need for eating tend to eat less than does the average person. Eating may not feel as important or enjoyable for them as it is for others. The following is a general description of how a weak need for eating might motivate you and might play out in your career or work. Typically people with this need show only some of these behaviors. You should pick and choose which ones apply to you.

People with a weak need for eating often eat less than others. If eating would not be biological necessary some light eaters probably would forget to eat sometimes. Often they are thin, sometimes they actually have a problem gaining a little weight. Some people with a weak need for eating are fussy. Maybe they like only very special meals and do not like to experience with food and taste. Some people with a weak need for eating also have little interest in cooking and the preparation of food. Maybe they also do not like to eat in restaurants.

Some light eaters need to be mindful to eat enough to satisfy their basic nutritional needs, especially if they are active. Poor nutrition can have both short and long-term health implications. It can leave these individuals feeling tired and fatigued, which can negatively affect daily life including exercise and fitness. From a health perspective, people with a weak appetite for food need to fully understand their nutritional needs. Many of these individuals can benefit from an evaluation by a nutritionist or wellness coach. It may be beneficial for them to work with a personal trainer or wellness coach to help them develop an exercise or training program.

If they don't eat enough from the standpoint of energy and nutrition, they might consider breaking down the day's food into small portions, including lots of snacks. That can help keep their energy up especially when they have to exert yourself physically. Maybe they eat even less than usual when under stress, which can leave them feeling tired. Some might forget about food when under pressure. Some light eaters may need to make a special effort to get enough nutrition during stressful times.

Hearty eaters and light eaters tend to misunderstand each other. Many hearty eaters think that light eaters deny themselves pleasure and would be happier if they ate more. Many light eaters think that hearty eaters lack self-discipline and would be happier if they ate less. The truth of the matter is that individuality is much greater than commonly supposed. Some people are born to become hearty eaters, and others are born to become light eaters. Since each person is happiest with a lifestyle that fulfills his/her own nature, he/she will resist external pressures to change.



PHYSICAL EXERCISE

(-2.00)

Does not value sports and physical exercise, comfortable, avoids physical exertion or sports

Since you scored as having a weak need for physical activity on the Reiss Motivation Profile®, you may dislike vigorous muscle exercise, physical exertion, or motion.

Everybody likes to exercise to some extent, of course, but people with a weak need for physical activity enjoy it much less than does the average person. The following is a general description of how a weak need for physical exercise might motivate you and might play out in your career or work. Typically people with this need show only some of these behaviors. You should pick and choose which ones apply to you.

Especially in middle age many people with a weak need for physical activity tend to fall into a sedentary lifestyle. Instead of walking to a store a short distance away, for example, they may take a car. At home they may enjoy watching television or spending time on their computer. Some become true couch potatoes.

Wellness can be a challenge for some people with a weak need for physical activity. Lack of exercise is a significant long-term cause of health problems, and it can lead to sleep problems and negative mood. Exercise is critical to counter the long-term negative physiological affects of stress.

From a wellness perspective, it is important that you find a way to engage in regular physical exercise despite your lack of natural drive to do so. You may need to make a conscious decision to provide your body with a healthy amount of physical activity. In order to make this decision, you might need to fully understand all of the positive effects of physical activity as well as the negative consequences of not being active. Your motivation needs to come from a desire for a good quality of life – what you are able to do, how long you live, what your health will be like as you age, how you feel – depends somewhat on maintaining a fit body.

Even when you make a commitment to health and fitness, it is unlikely that you will become a “workout warrior,” and this should not be your goal. You do not need to become a runner or gym rat. What is important is that you find a way to consistently provide your body with physical activity. It is more likely to stick with this if you find ways to be physically active that also meet your other needs. If you are a highly social person, for example, being part of a regular walking group can be enjoyable and rewarding.

Some people with a weak need for physical exercise might build physical activity into their regular lifestyle in a variety of ways. This may involve combinations of things such as playing more actively with their children, gardening, golfing (walking as opposed to using a cart), mowing the lawn with a push mower instead of a riding mower, taking a dog for a walk, shoveling snow instead of snow blowing, taking stairs instead of elevators, walking or biking instead of driving to any place that is within a few blocks, etc. For many, this more natural approach to building in physical activity is more likely to be maintained than engaging in specific exercise programs.

Because of their preference for sedentary activities, it can be helpful for people who are relatively inactive to monitor and purposely limit the amount of engagement in certain activities.

When under pressure, these individuals tend to conserve energy even more than usual. They may skip their daily walk or time in the gym some may just mope around the house and be even more sedentary than usual.

Inactive people might be interested in a job or career that involves little physical exertion. On the other hand, they might be disinterested in a job or career that requires strength, stamina, fitness, or athletic skills.

Active people and inactive people tend to misunderstand each other. Many active people think inactive people are lazy and would be happier if they were in better shape. Many inactive people think active people overdo it and would be better off not working out so much. The truth of the matter is that individuality is much greater than commonly supposed. Some people are born to be active, and others are born to be less active. Since each person is happiest with a lifestyle that fulfills his/her own nature, he/she will resist external pressures to change.



TRANQUILITY

(-2.00)

Little sensitivity to danger, risk or pain, deals well with stress, remains “cool” under pressure, brave and fearless

Since you scored as having a weak need for tranquility on the Reiss Motivation Profile®, you may have a low sensitivity for anxiety, fear, and pain.

The following is a general description of how a weak need for tranquility might motivate you and might play out in your career or work. Typically people with this need show only some of these behaviors. You should pick and choose which ones apply to you.

Many people with this need are brave, calm, and relaxed individuals. Many are slow to frighten. Many have few fears. Many do not have panic attacks. Many experience little anxiety or stress. You might handle stress well. Maybe you excel when under pressure. You might remain “cool” under pressure, staying poised when things go wrong. Maybe you tend to be “clutch” people who almost never “choke.”

You might be slow to complain of pain when you become ill or injured. You may not complain about pain even when you are hurt.

Maybe you are an adventurer. You might be a risk taker. Maybe you seek thrills, excitement, dare, and adventure. Some people with this need are motivated by what Winston Churchill once described as the exhilaration of facing danger without being injured. Some are attracted to activities that provide a brush with danger, such as fast driving, downhill skiing, or mountain climbing.

Many brave people are at their best in any position where performance under stress or danger is relevant to job performance. They might dislike a job or career that gives emphasis to safety and involves little stress.

Cautious people and risk takers tend to misunderstand each other. Many cautious people think that risk takers are reckless individuals who misjudge their exposure to danger. Many risk takers think that cautious people are too timid and would be happier with a more exciting lifestyle. The truth of the matter is that individuality is much greater than commonly supposed. Some people are born to be cautious, and others are born to be risk takers. Since each person is happiest with a lifestyle that fulfills his/her own nature, he/she will resist external pressures to change.

PART C:

THE REISS MOTIVATION PROFILE® IN PROFESSIONAL AND PRIVATE LIFE

“Basic desires are those motives that are universal, intrinsically motivated, intrinsically valued, psychologically significant, and can be only temporarily satiated before they reassert themselves and motivate behavior anew. We do not choose basic desires - they occur automatically.”

Steven Reiss, *The normal personality*, Cambridge University Press 2008

YOUR RMP-ANALYSIS AS A GUIDE TO VALUE-BASED HAPPINESS

Remind yourself again, that your everyday life is meaningful if you can satisfy all, or at least most of your basic desires and interests. This experience is usually referred to, as “happiness” or “feel-good happiness”.

Happiness and happiness, however, are not the same: Although pleasant things in the sense of a “feel-good happiness”, being amused at a party or enjoying a glass of wine for example, belong to our everyday life, one must differentiate these rather coincidental moments of happiness from the basic desire-oriented “value-based happiness”. In contrast to the “luck by chance”, only the value-based happiness gives your life a genuine sense. Furthermore, only those experience an outlasting, deep and fulfilling happiness, who know their true basic desires and life reasons.

In addition, you should allow your basic desires to carry you throughout your life. It is crucial, that one also considers the meaning of your basic desires in the everyday life, and that one knows and carries out the most important values, needs and goals in the different areas of life, which are work, family and leisure.

If you, however, are not as happy as you could be, you should be clear about which of your really important basic desires are unsatisfied or remain “unconsidered”, and what ways and goals there are to change this in the future.

One of the largest obstacles on the way to a value-based happiness often is, that other areas and motives of your life have a value in the everyday life that is too large. You might possibly spend too much time with things, which actually do mean nothing or little to you. In addition, you should have a look at your orange marked motives in your Reiss Motivation Profile®, and evaluate if you do not give these too much attention or time and whether you could use these energies better for your really important basic desires.

PERCEPTION OF ONESELF AND OTHERS

Another aspect of the personal assessment is the perception of oneself and others. Everyone has a natural tendency to perceive others through the filter of one's own interests, desires and motives - and to misunderstand their actual needs accordingly.

We call this tendency "self-hugging" - "motivational self-absorption". It is responsible for no end of interpersonal misunderstandings: self-hugging creates most of the blind spots in our understanding of others - how we judge our partners, workmates or fellow human beings and assess their actions.

Often in everyday life we do not really understand that other people have other motives, interests and desires, too. Although we often know "intellectually" that they have different values and goals, in essence we really fail to grasp how it is possible that they do not think, feel and act exactly as we do. In this we have to distinguish first and foremost between three problematic areas of self-absorption:

Misunderstanding: Confusion arises because one cannot believe that others really behave differently - why the workaholic always works or the introvert fails to raise enthusiasm for social functions and events.

Self-illusion: One takes it for granted that one has the best, most reasonable, noblest values and motives, and that these apply to others as well.

"Value tyranny": The unfortunate (permanent) attempt to persuade, convince or otherwise wish to "coerce" others with greater or lesser force into abandoning their "false" premises for living. Whether parents fail to accept their child's chosen profession, men and women their partner's hobbies or team members their colleague's way of working - in these and many other cases, sooner or later value tyranny will ruin every relationship.

Communicative "misunderstandings" are therefore never one-sided; they are invariably a two-sided coin. When for instance truly ambitious people encounter less ambitious people - or the curious those with less thirst for knowledge, and the status-conscious those indifferent to status - they will always have problems because the ambitious see themselves as success-oriented or "tough" and the others regard them as dictatorial, controlling and "of a simple mind". Conversely the unambitious see themselves as socially acceptable, communicative and partner-oriented, whereas the ambitious label them as lazy.

Thus motive-induced self-hugging poisons interpersonal interaction all too often. Individuality separates people like a wall - each seeing only what happens on his/her side. But the more one is caught up in one's own perspective, the greater the risk is of transferring one's own motives - "What's right for me is right for others" - automatically onto partners, friends or colleagues, creating so many unnecessary misunderstandings and conflicts.

Do discuss your possible communicative misunderstandings with your Reiss Motivation Profile® Master.

COMBINATION OF BASIC DESIRES

Apart from the exact meaning of individual developments of single basic desires, a further very substantial emphasis of the RMP-consultation lies in the combination of basic desires. In nearly all situations, several basic desires are activated whereby the resulting motivation can weaken or strengthen in principle. There are no generalizations about the distinct connections, but they are dependent on the individual personality.

A more exact analysis of these combinations, however, gives you important insights into the individual life organization, for example for statements over:

- fundamental criticism ability
- fundamental sociability
- fundamental flexibility
- fundamental readiness for changes.

The personally most important combinations are analyzed and deepened in the evaluation with your Reiss Motivation Profile® Master.

MORE PROFOUND APPLICATIONS

Depending upon individual interests further emphasis can be arranged, for example in the personal RMP-consultation, on the basis of the respective Reiss Motivation Profile®:

- Meaningful re-orientation in your career
- Insights about leadership skills
- Learning behavior
- Life partnership
- Work Life balance
- and much more besides.

To learn more please log into your personal account. Here you can view your profile at any time. If you don't have the link or credentials to your account please ask your contact.

REFERENCES

- The interpretations of this individual evaluation of your desire profile is based on the empirically supported theory of the 16 basic desires. Furthermore, as with all other respectable psychological procedures, they are based on test-theoretical probabilities.
- The statements must be understood as suggestions to a better understanding of your own personality and basic desires.
- Above all, also note what you notice about your special blau marked motive dimensions.
- Speak with friends and family about your Reiss Motivation Profile®.
- Do not hesitate, in cases of doubt, the advice of a psychologically trained professional.

As it is the case for all scientific procedures in personality or motivation psychology, everyone must decide individually which advice or judgements from the results are important, and what is not significant at all.

Your RMP Master will be more than happy to help you with further questions.

RECOMMENDATIONS FOR FURTHER READING

Primary and also secondary literature on RMP and its fields of application

Who Am I?: 16 Basic Desires That Motivate Our Actions Define Our Personalities

Author Steven Reiss
ISBN: 0425183408
Publisher Berkley Pub Group

The Normal Personality: A New Way of Thinking about People

Author Steven Reiss
ISBN: 0521707447
Publisher Cambridge University Press

Wer bin ich und was will ich wirklich?

Author Steven Reiss
ISBN: 3868810331
Publisher Redline Wirtschaft

Das Reiss Profile

Author Steven Reiss
ISBN: 3869360003
Publisher Gabal

Motivorientiertes Führen

Author Markus Brand / Frauke Ion
ISBN: 9783869360058
Publisher Gabal

30min für mehr Work-Life-Balance durch die 16 Lebensmotive

Author Markus Brand / Frauke Ion
ISBN: 9783897498709
Publisher Gabal

Kraftquellen des Erfolgs

Author Alexander Reyss / Thomas Birkhahn
ISBN: 9783938396353
Publisher Mankau

Training in der Bildungsgesellschaft

Author Gerhard Niedermair
ISBN: 9783854997054
Publisher Trauner

Das Bumerang Prinzip

Author Lothar Seiwert
ISBN: 9783423341301
Publisher G/U

Flow im Beruf – Das Geheimnis des Glück am Arbeitsplatz

Author Mihaly Csikszentmihalyi
ISBN: 9783608935325
Publisher KLETT-COTTA

Erfolgsprinzip Persönlichkeit

Author Dietmar Hansch
ISBN: 103-642-00422-9
Publisher Springer

Macht, Neugier, Team

Author Uta Rohrschneider
ISBN: 978-3-8349-2459-9
Publisher Gabler

Die 16 Lebensmotive in der Praxis

Author Markus Brand / Frauke Ion
ISBN: 978-3-86936-239-7
Publisher GABAL

Behindert!?

Author Steven Reiss / Alexander Reyss
ISBN: 9783940171207
Publisher Rass sche Verlagsgesellschaft GmbH



Daniele Gianella

Aarstr. 6
35756 Mittenaar
Deutschland