Achievement Motivation Inventory

Name: Sample Report
Date: 3/22/2007 2:36:02 PM
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Comparison Group: US Standard

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INTRODUCTION

This report is based on responses to the Achievement Motivation Inventory (AMI). Before reading the analysis please bear in mind the following points:

1. The AMI assesses the strength of your motivation to accomplish challenging personal and professional goals. The strength of this motivation is influenced by the following broad factors:

   ♦ Your desire to set and work towards challenging goals (ambition)
   ♦ Your confidence to do so (self-assurance)
   ♦ Your capacity to sustain effort in working towards the goals you set (self control)

Each of the above three factors is itself influenced by a number of aspects of your personality. In this analysis we explore how these aspects of your personality either increase or decrease your overall achievement motivation.

2. Your scores on the AMI are interpreted by comparing them to the typical scores obtained by representative samples of other people. There are a number of comparison groups to choose from. The one used in this case is named on the front cover of this report. If a different comparison group had been chosen some of your scores may have come out differently. For example a person may be as self-assured as most people in the general population but less self-assured than most senior managers. It is therefore important to keep in mind the comparison group used when you read this report.

3. Everything in the analysis is based on what you have said about yourself through the questionnaire and the implications of that in terms of your likely level of achievement motivation. Nevertheless you may not agree with all of it and it may not always be what you would like to hear. If you are uncertain about or disagree with parts of the analysis it will be useful to reflect on those aspects. It may be useful when reflecting to think about yourself in a variety of situations that you face in life both at work and at home. Asking for feedback from people you trust is another useful way of reflecting on the results.
The analysis of your results is organized as follows:

- Overview of Results
- Factors impacting on your level of ambition
- Your confidence to set and work towards challenging goals
- Your capacity to focus on meeting the challenge and getting results
OVERVIEW OF RESULTS

Your responses to the questionnaire suggest that personal achievement is an important driver for you. Your overall score is within the top 30% for the comparison group. You invest more energy than many people in striving for personal and professional success.

This overall level of achievement motivation is driven by a combination of individual characteristics which either enhance personal achievement or hinder it. Your pattern of scores on these individual characteristics provides more detailed information about your motivation to achieve and your typical approach to challenge.

The overview below presents key influences on your motivation within three broad areas; ambition, self-assurance and self-control.

1. **CHARACTERISTICS WHICH STRONGLY ENHANCE YOUR ACHIEVEMENT MOTIVATION**

   **In the area of ambition**, the following characteristics emerged from your profile as being significant positive contributors to your desire to set and work towards challenging goals:

   - **Compensatory Effort (above average)**: You show willingness to put in extra effort and preparation in order to avoid under-performing in important tasks.
   - **Competitiveness (above average)**: You enjoy competing with others; your responses suggest that your will to win is stronger than that of many people in the comparison group. The satisfaction you derive from competing motivates you to expend more effort.
   - **Eagerness to learn (above average)**: You express a desire to expand your knowledge and to learn new things even in the absence of any external reward. Your interest in learning for its own sake is above the average range.
   - **Engagement (above average)**: You place a higher than average priority on work. You are probably able to maintain your level of activity for a longer period and with less rest than are many people.
   - **Flow (above average)**: You have an above average capacity to absorb yourself in what you are doing without being distracted by outside influences. You can immerse yourself in tasks to a greater extent than many people.
   - **Goal Setting (above average)**: You describe yourself as more future oriented than many people in the comparison group. Your score in this respect is above the average range. You tend to set goals for yourself and make long-term plans to achieve these.
   - **Pride in Productivity (above average)**: You derive an above average sense of enjoyment and accomplishment from doing your best. It is likely to be a source of satisfaction for you to feel you have improved on your own performance and so you will invest more energy than many people in striving towards this.
   - **Status Orientation (above average)**: Your results suggest that your desire to progress professionally and be admired for your achievements is above the average range for the comparison group.

   **In the area of self-assurance**, the following characteristics emerged from your profile as being significant positive contributors to your confidence in facing challenging tasks and situations:

   - **Confidence in Success (above average)**: You describe yourself as generally optimistic that you will succeed even when there are obstacles to overcome. This above average positive 'can-do' attitude increases your confidence that you can achieve what you set out to do.
**Dominance (above average):** You are more likely than many people to actively take control to influence the results of a team effort. Your responses suggest that you feel comfortable exercising power and showing leadership in order to reach your goals.

**Fearlessness (above average):** Your responses suggest that you worry less than many people about failure or being judged negatively by others. This reduces the likelihood of you becoming anxious when faced with important tasks or situations of high visibility.

**Flexibility (above average):** Your above average score on this characteristic suggests that you welcome the opportunity to try new things to a greater extent than many people. You are more likely to perceive change and lack of familiarity as a pleasure rather than as a threat.

**Independence (above average):** You enjoy having the autonomy to do things your way and to take responsibility for your own decisions. This is likely to increase your confidence to take initiative.

**Preference for difficult tasks (above average):** You have an above average tendency to actively seek challenging tasks that will stretch you intellectually even if the risk of failure is high.

In the area of self–control, the following characteristics emerged from your profile as being significant positive contributors to your capacity to focus on achieving your goals:

- **Internality (above average):** You believe that success is down to your own actions and effort. You hold this belief more strongly than many in the comparison group.
- **Persistence (above average):** Your score here suggests an above average level of tenacity in your approach. You are more likely than many people to follow through to completion of tasks.
- **Self Control (above average):** You score above the average range for personal organisation and self–discipline. You are likely to be more willing than many people to delay satisfaction of your other needs in order to complete your work.

2. CHARACTERISTICS WHICH DETRACT FROM YOUR ACHIEVEMENT MOTIVATION

In the area of ambition, the following characteristics emerged from your profile as being significant negative influences on your desire to set and work towards challenging goals:

- None of the aspects of ambition explored in the questionnaire are significant barriers to your motivation to achieve.

In the area of self–assurance, the following characteristics emerged from your profile as being significant negative influences on your confidence in facing challenging tasks and situations:

- None of the aspects of self–assurance we have explored have emerged as significantly detracting from your motivation to achieve.

In the area of self–control, the following characteristics emerged from your profile as being significant negative influences on your capacity to focus on achieving your goals:

- None of the aspects of self control explored in the questionnaire have emerged as significantly distracting from your motivation to achieve.
You are a future oriented person who sets goals for yourself and makes long term plans for achieving these. By clearly articulating what you want to achieve and planning the route to get there you increase the likelihood of success.

You describe a strong motivation to expand your knowledge. You have a natural inclination to learn for the sake of it without needing extrinsic rewards to motivate you to do so. This characteristic means that you will easily equip yourself with the underpinning knowledge and skills to realise your ambitions.

You like to win. You are driven to be better than others so the opportunity to compete will motivate you to achieve more. Your competitiveness is combined with a tendency to take the lead in groups as well as a preference for having autonomy and individual responsibility; the freedom to make independent decisions and do things your way. These characteristics suggest you will enjoy opportunities to increase your competitive edge both in group undertakings by influencing others and through your own initiatives as an independent performer.

When faced with important tasks, particularly those about which you feel less certain, you put extra effort into your preparation. This extra effort allows you to be better equipped to perform the task successfully.

You enjoy being busy and feel uncomfortable when you have nothing to do. You place a high priority on work and are able to maintain a constant level of activity for long periods with little rest. At times you may err on the side of investing too much time in work activities to the neglect of other areas of your life.

You derive a high sense of enjoyment from doing your best and improving on your performance. You strive for self-improvement and derive satisfaction from being the best you can be.

It is important to you to progress in your career and also in your personal life. You are motivated by recognition for what you have achieved. Progressing in your job and achieving a high status position will provide you with the recognition to which you aspire.

You can become absorbed in tasks that interest you to the extent of becoming lost to the external world. When you are interested in the tasks you are faced with you can immerse yourself totally in them.
CONFIDENCE TO SET AND WORK TOWARDS CHALLENGING GOALS

Your responses suggest that you tend not to worry about performing in public or being under time pressure. You are not unduly concerned about being judged negatively by others and tend not to become anxious when faced with important tasks. Minor set backs are unlikely to have a major effect on you. You are confident of achieving success even when facing difficult tasks. Indeed you tend to actively seek out intellectually challenging rather than easy tasks.

You present as a very open−minded person who is interested in many things. You probably find it easy to adapt to new work situations and exhibit a high readiness for change. Novelty is likely to appeal to you.

You enjoy having the autonomy to do things your way so will be more than willing to take initiative and accept responsibility for your actions. Indeed you may feel constrained by having to take direction from others. You feel comfortable exercising power and influence over other people. You are likely to play a dominant role in group activities showing leadership and influencing the results of a team effort.
CAPACITY TO FOCUS ON THE CHALLENGE AND GET RESULTS

You believe strongly that your success is down to you rather than attributable to factors beyond your control. You are less likely to attribute failure to anything other than your own ability or the effort you put in.

You are willing to exert effort to achieve results. You are tenacious and energetic in striving to complete tasks.

You are organised and self-disciplined in your approach; prepared to delay satisfaction of other needs in pursuit of your prioritised tasks.
# AMI Profile Chart

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<thead>
<tr>
<th>Self-Assurance:</th>
<th>Score</th>
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<tbody>
<tr>
<td>Fearlessness</td>
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<td>Flexibility</td>
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<tr>
<td>Independence</td>
<td>55</td>
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<tr>
<td>Preference for Difficult Tasks</td>
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<tr>
<td>Confidence in Success</td>
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<tr>
<td>Dominance</td>
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<table>
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<th>Ambition:</th>
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<td>Eagerness to Learn</td>
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<td>Competitiveness</td>
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<td>Compensatory Effort</td>
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<td>Engagement</td>
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<td>Pride in Productivity</td>
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<td>Status Orientation</td>
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<td>Flow</td>
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<td>Internality</td>
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<tr>
<td>Persistence</td>
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<tr>
<td>Self-Control</td>
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<table>
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<tbody>
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