

AMI

Achievement Motivation Inventory

Sample Report
ID 467-614
Date 16/10/2017

Standard
1. Edition

OVERVIEW

Structure of this report

- Narrative
- Profile sheet
- Table of scores
- Scale details

Only qualified psychologists or appropriately trained test administrators should interpret psychometric test results. Please follow the relevant guidelines from the appropriate professional body.

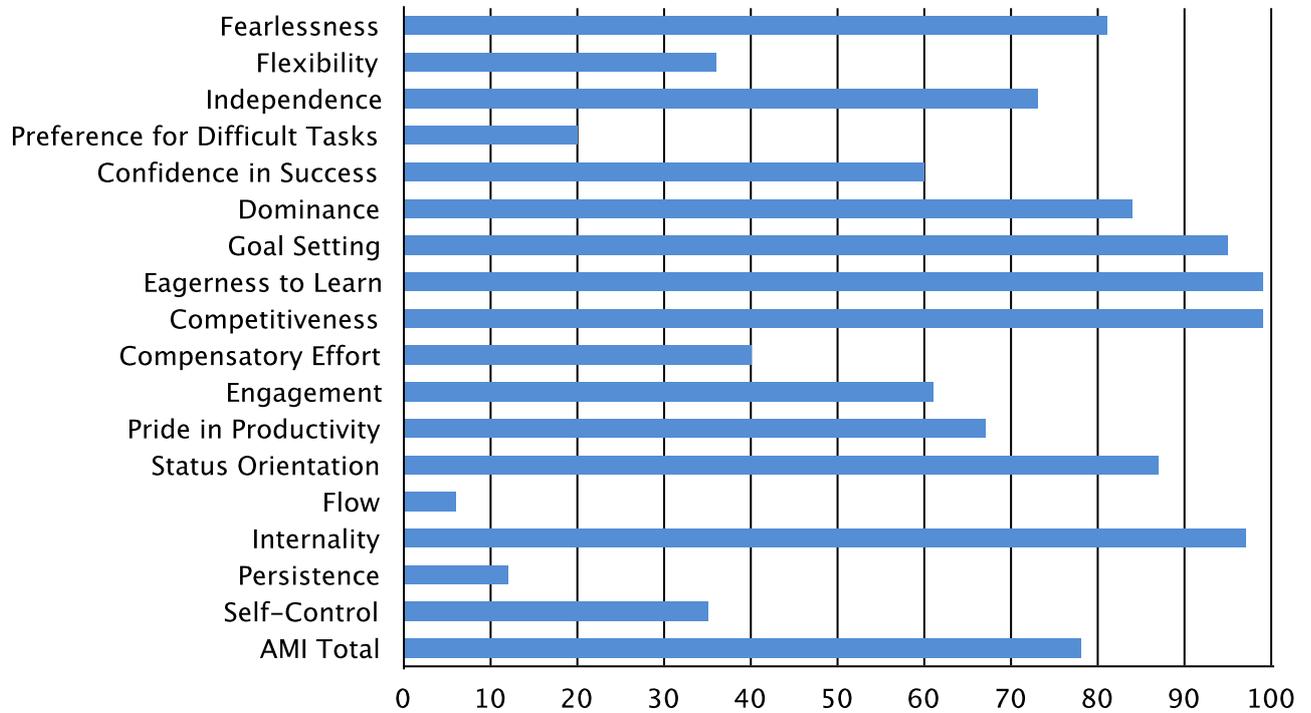
AMI - Achievement Motivation Inventory

Introduction

This report is based on responses to the Achievement Motivation Inventory (AMI). When 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 'Total Sample'. If a different comparison group had been chosen, some of your scores might 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 this has for 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.

Summary profile



ACHIEVEMENT MOTIVATION

AMI Total

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.

CHARACTERISTICS WHICH STRONGLY ENHANCE YOUR ACHIEVEMENT MOTIVATION

Self-Assurance

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.

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.

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.

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.

Ambition

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.

You describe yourself as more future oriented than most people in the comparison group; your score is well above average in this respect. You place emphasis on setting goals for yourself and on making long-term plans to achieve these.

More than most people, you derive satisfaction from expanding your knowledge and striving to learn new things even in the absence of any external reward.

You enjoy competing with others; your responses suggest that your desire to win is well above average for the comparison group. The satisfaction you derive from competing motivates you to expend more effort.

Your results suggest that your desire to progress professionally and be admired for your achievements is above the average range for the comparison group.

Self-Control

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.

Your responses suggest that you believe more strongly than most people that success is down to your own actions and effort.

CHARACTERISTICS WHICH DETRACT FROM YOUR ACHIEVEMENT MOTIVATION

Self-Assurance

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.

You describe yourself as less likely than many in the comparison group to actively seek challenging tasks that will stretch you intellectually particularly if the risk of failure is high. You tend to opt for 'safer bets' and in this sense could be limiting your opportunity to grow personally and professionally and to prove yourself either to yourself or to other people.

Ambition

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.

You are less likely than most to become completely absorbed by work tasks to the exclusion of all else. On the positive side this means that you can deal with many things at once. A possible downside is that you may be easily distracted from giving a task your full and undivided attention.

Self-Control

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.

Your responses suggest that you may tend to give up too easily when things do not go as planned. Relative to many people in the comparison group, you describe yourself as being less tenacious in your striving to complete a task.

FACTORS AFFECTING YOUR AMBITION

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.

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.

When faced with important tasks you are as likely as most to put in extra effort to avoid failing. You can be expected to be as well prepared for challenging assignments as most people.

You place as high a priority on work activities as do most people. You don't see yourself as a 'workaholic'. You balance work with other areas of your life in order to achieve a balance. You don't invest all of your energies in work but you invest enough of yourself to get the job done.

You are as motivated as the next person to improve on your own performance. It is important to you to do your best at work but you keep things in perspective and do not become discouraged when you feel you could have done better.

CONFIDENCE TO SET AND WORK TOWARDS CHALLENGING GOALS

You tend not to be worried about being judged negatively by others or failing in public so that high profile situations or having to perform under time pressure will not faze you. You generally have a 'can-do' attitude and a positive outlook although you are realistic rather than over-confident about your chances of success in the face of any given challenge. You tend to opt for tasks at which you know you can succeed rather than those that are intellectually challenging and in that sense carry a higher risk of failure. In this way you may be limiting opportunities to grow personally and to prove yourself both to yourself and other people.

You present as a person who is as open-minded as most in the comparison group so that you will adapt as easily as the next person to new work situations and changes to the way things are done.

You enjoy having the autonomy to do things your way so you 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 as organised and self-disciplined in your approach as most people in the comparison group; prepared to delay satisfaction of other needs in pursuit of results, to the same extent as most people.

You describe yourself as being low on tenacity or energy when it comes to pushing for the results you want. You may err on the side of giving up too easily.

PROFILE SHEET

Achievement Motivation Inventory | Standard Total Sample - Percentile

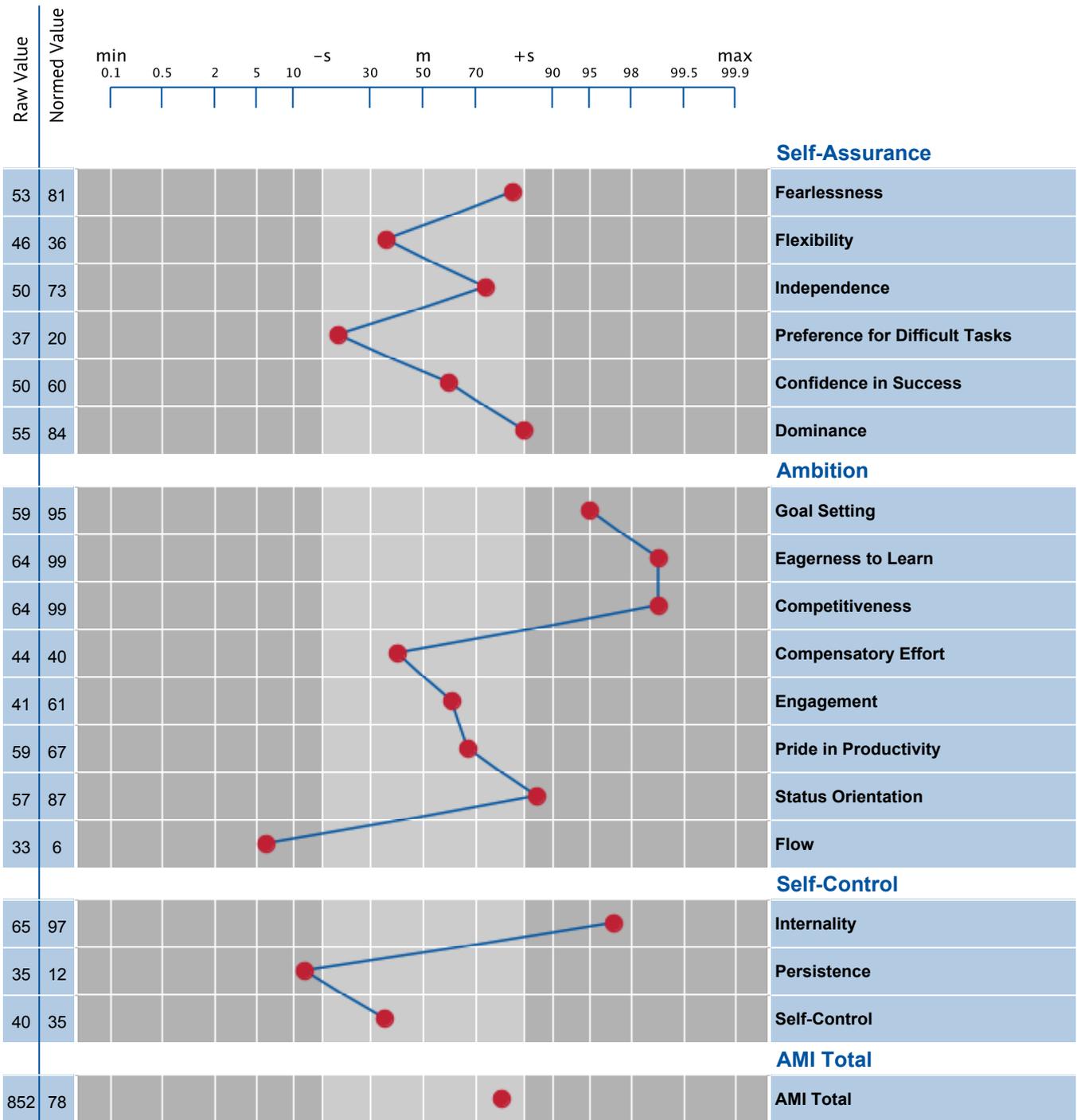


TABLE OF SCORES

Achievement Motivation Inventory | Standard Total Sample - Percentile

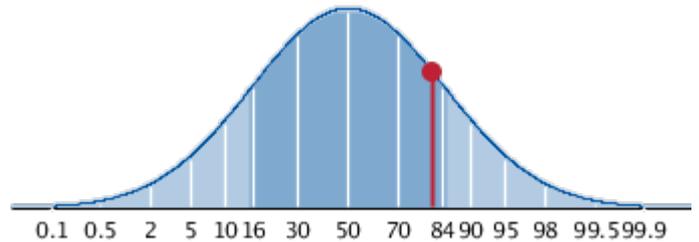
Scale	Raw val	Normed val
Self-Assurance		
Fearlessness	53	81
Flexibility	46	36
Independence	50	73
Preference for Difficult Tasks	37	20
Confidence in Success	50	60
Dominance	55	84
Ambition		
Goal Setting	59	95
Eagerness to Learn	64	99
Competitiveness	64	99
Compensatory Effort	44	40
Engagement	41	61
Pride in Productivity	59	67
Status Orientation	57	87
Flow	33	6
Self-Control		
Internality	65	97
Persistence	35	12
Self-Control	40	35
AMI Total		
AMI Total	852	78

SCALE DETAILS

Fearlessness

Total Sample - Percentile

Raw val	53
Normed val	81
Missing vals	0

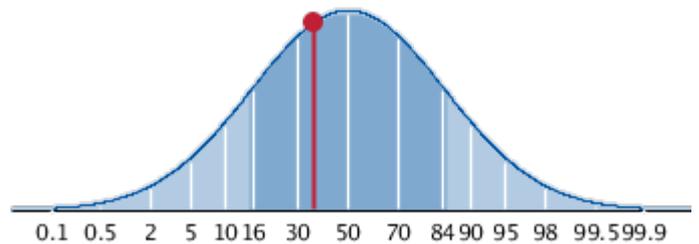


A lack of fear of failing at difficult tasks. People who score high on this dimension are not nervous about performing in public or under time pressure. They do not fear being judged by others and do not become overly anxious when faced with important tasks. These individuals could be characterized as emotionally stable – minor setbacks will not have lasting effects.

Flexibility

Total Sample - Percentile

Raw val	46
Normed val	36
Missing vals	0

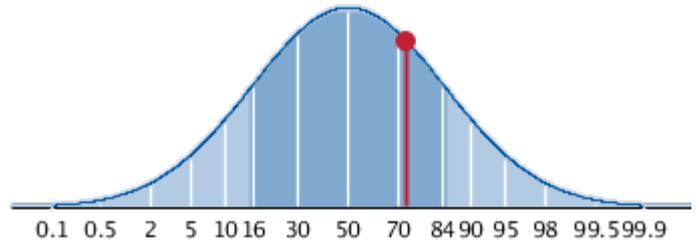


A willingness to accept change and the enjoyment of challenging new tasks. People who score high on this dimension tend to be open-minded and interested in many things. They can easily adapt to new work situations and exhibit a readiness for change. New situations and things are appealing, especially if these experiences are likely to increase their knowledge.

Independence

Total Sample - Percentile

Raw val	50
Normed val	73
Missing vals	0

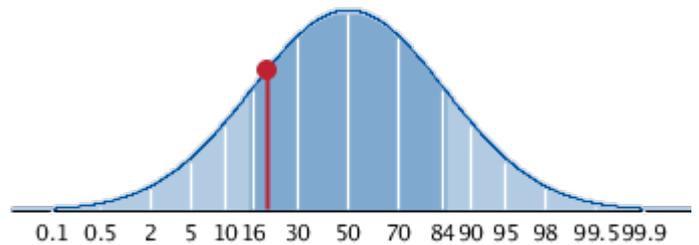


The tendency to take responsibility for one’s own actions. People who score high on this dimension would rather make their own decisions and work at their own pace than take direction from others.

Preference for Difficult Tasks

Total Sample - Percentile

Raw val	37
Normed val	20
Missing vals	0

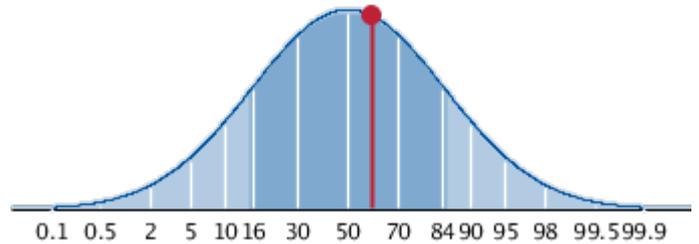


The tendency to seek out challenging rather than easy tasks, and the desire to seek greater challenges once one has already completed a difficult task. People who score high on this dimension prefer to take on difficult tasks with a high risk of failure to easy tasks with a low risk of failure.

Confidence in Success

Total Sample - Percentile

Raw val	50
Normed val	60
Missing vals	0

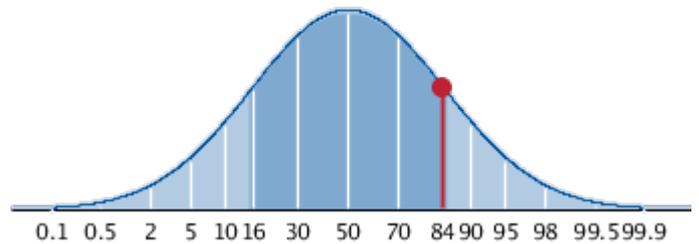


Confidence in achieving success even when there are obstacles to overcome. People who score high on this dimension anticipate that their efforts will lead to success. These individuals are confident in achieving their goals even when facing new and difficult tasks. Their confidence stems from a faith in their knowledge, skills and abilities, as opposed to a belief in luck or fate.

Dominance

Total Sample - Percentile

Raw val	55
Normed val	84
Missing vals	0

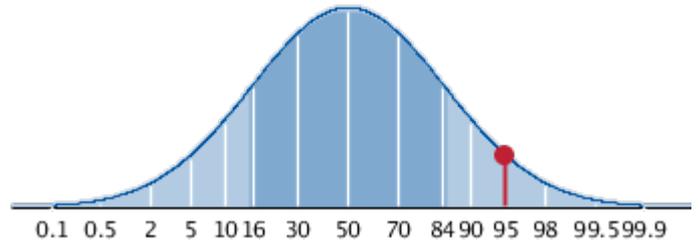


The tendency to exercise power and influence over others. People who score high on this dimension are likely to take the initiative and to seek control over activities. They would likely play a dominant role in influencing the results of a team and in taking a leadership role.

Goal Setting

Total Sample - Percentile

Raw val	59
Normed val	95
Missing vals	0

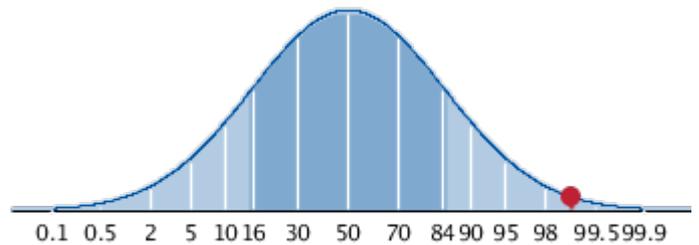


The tendency to set goals and to make long-term plans for achieving these goals. People who score high on this dimension are future-oriented and have high standards for what they want to achieve.

Eagerness to Learn

Total Sample - Percentile

Raw val	64
Normed val	99
Missing vals	0

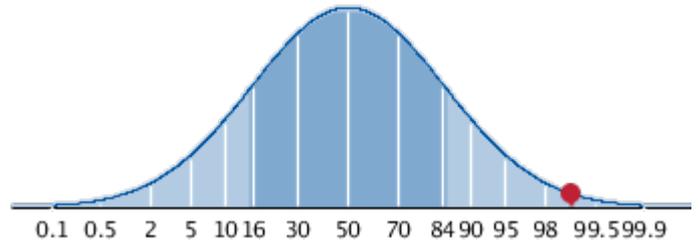


The desire and willingness to spend a lot of time enlarging one's knowledge for knowledge's sake. People who score high on this dimension have a thirst for knowledge and will strive to learn new things, even in the absence of external rewards.

Competitiveness

Total Sample - Percentile

Raw val	64
Normed val	99
Missing vals	0

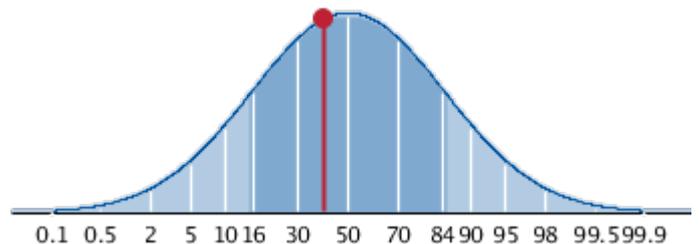


Motivation derived from competing with others. A desire to win and be better and faster than others. People who score high on this dimension love to compete with others and compare their accomplishments to others'. Winning motivates these individuals to expend even more effort.

Compensatory Effort

Total Sample - Percentile

Raw val	44
Normed val	40
Missing vals	0

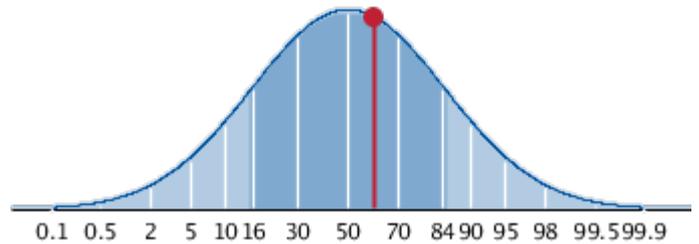


A willingness to expend extra effort in order to avoid failing at a work task, even if this effort results in over-preparation. A constructive reaction to the possibility of failure. Individuals who score high on this scale will compensate for a fear of failing at a difficult task by better preparing for the task. In the workplace, these individuals can be expected to be better prepared than others (or even over-prepared). Especially relevant in case of low Fearlessness.

Engagement

Total Sample - Percentile

Raw val	41
Normed val	61
Missing vals	0

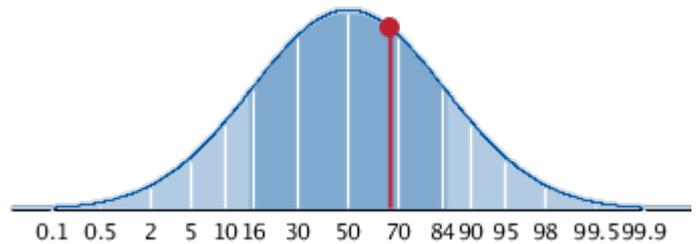


The desire to be regularly engaged in an activity, usually work related. People who are highly engaged place a high priority on work and are uncomfortable when they have nothing to do. They are able to maintain a high activity level for a long period, with little rest. In the extreme, people high on this dimension may be ‘workaholics’, neglecting aspects of their personal life.

Pride in Productivity

Total Sample - Percentile

Raw val	59
Normed val	67
Missing vals	0

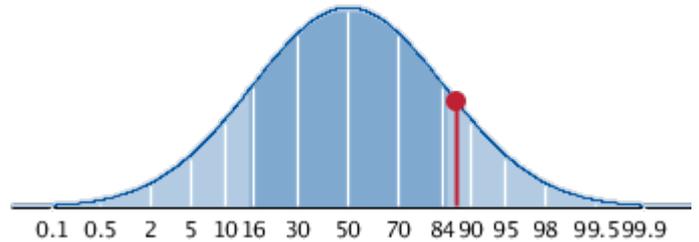


A sense of enjoyment and accomplishment derived from doing one’s best at work. People who score high on this dimension are most satisfied when they feel they have improved their performance. Their self-esteem is dependent upon achievement and they gain positive emotions from performing well.

Status Orientation

Total Sample - Percentile

Raw val	57
Normed val	87
Missing vals	0

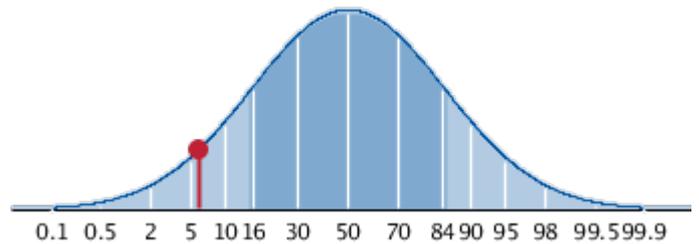


The desire to attain high status in one’s personal life and to progress professionally. People who score high on this dimension seek to achieve an important position in life and to be admired for their achievements. They are especially motivated to pursue an important career and to progress in their jobs.

Flow

Total Sample - Percentile

Raw val	33
Normed val	6
Missing vals	0

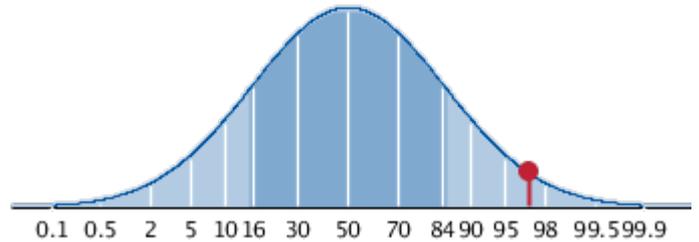


The ability to concentrate on something for a long time without being distracted by situational influences. People who score high on this dimension tend to become lost to the outside world when they are absorbed in a task. They are extremely persevering and in the extreme can be over-preoccupied.

Internality

Total Sample - Percentile

Raw val	65
Normed val	97
Missing vals	0

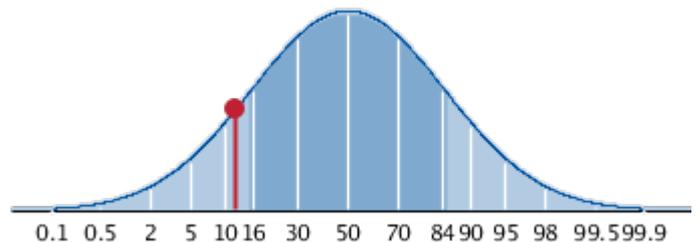


The belief that one’s successes are due to internal causes rather than to situational variables. People who score high on this dimension are likely to attribute the consequences of their behaviors to internal causes. They believe that outcomes are the direct result of one’s own actions and effort.

Persistence

Total Sample - Percentile

Raw val	35
Normed val	12
Missing vals	0

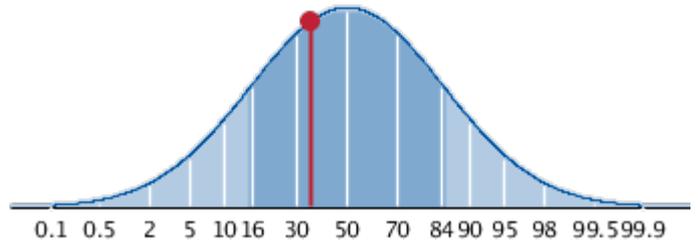


The willingness to expend large amounts of effort over long periods in order to reach a goal. Individuals who score high on this dimension are able to concentrate fully on the task at hand without being distracted. These individuals could be described as tenacious or energetic in striving to complete a task.

Self-Control

Total Sample - Percentile

Raw val	40
Normed val	35
Missing vals	0



The ability to delay gratification and to organize oneself and one’s work. People who score high on this dimension are able to make long-term plans. They do not procrastinate and they concentrate on their work with a great deal of self-discipline.

AMI Total

Total Sample - Percentile

Raw val	852
Normed val	78
Missing vals	0

