

AMI

Achievement Motivation Inventory

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Standard
1. Edition

OVERVIEW

Structure of this report

- Narrative
- Profile sheet
- Table of scores
- Scale details
- Item-level analysis
- Response statistics

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

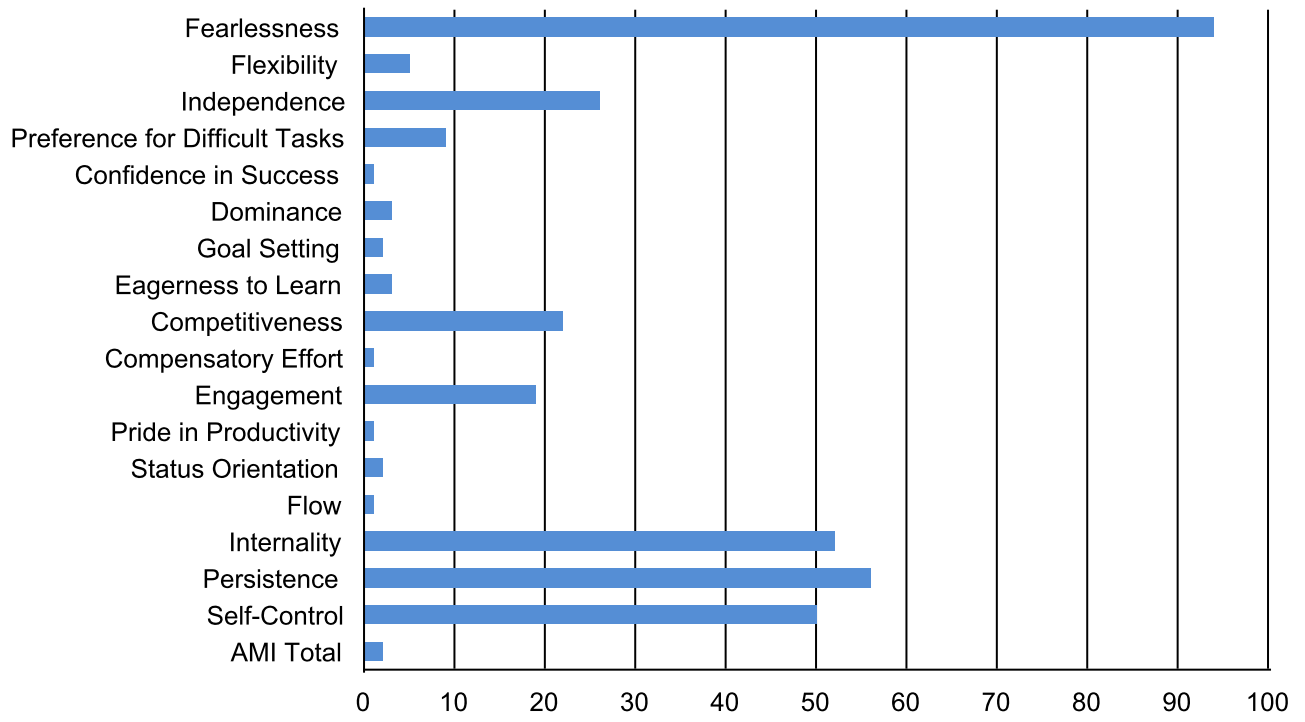
AMI - Achievement Motivation Inventory

Introduction

This report is based on responses to the Achievement Motivation Inventory (AMI). 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 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 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.

Summary profile



ACHIEVEMENT MOTIVATION

AMI Total

Your responses to the questionnaire suggest that personal achievement is a less important driver for you than it is for most in the comparison group. Your overall score is driven by a combination of individual characteristics. It may be that other things are more important to you than personal or professional success or it may be that some aspects of your style are holding you back from setting and accomplishing challenging personal or professional goals. 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 results suggest a level of fearlessness which is well above the average range. You worry less than most people about failure or being judged negatively by others. Your fearlessness reduces the likelihood of you becoming anxious when faced with important tasks or situations of high visibility.

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.

None of the aspects of ambition explored in the questionnaire are significantly elevated in your profile.

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.

None of the aspects of self-control explored in the questionnaire are significantly elevated in your profile.

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 more cautious than most people when it comes to trying new things. This means you may sometimes miss opportunities to further your personal success or push things forward or achieve results because of a tendency to be wary of change or unfamiliar situations.

Compared to most in the comparison group, you tend to be more generally pessimistic about your chances of success particularly when there are obstacles to overcome. This attitude may serve as a self-fulfilling prophecy decreasing your chance of achieving what you set out to do.

You report a lower inclination than most people to take control to influence the results of a team effort; you tend to leave it to others to take the lead.

You feel more comfortable taking direction from others or sharing decision making rather than having sole responsibility for how things are done. In this sense you may hesitate to act on your own initiative. You describe yourself as less independent in this respect than many in the comparison group.

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 describe yourself as less future oriented than most people in the comparison group; you tend not to set goals for yourself or make long-term plans.

Your responses suggest that you have less interest than most people in expanding your knowledge just for the sake of it or in the absence of any external reward. This is not to say that you won't apply yourself to learning when it is necessary for task completion but expanding your knowledge base just for its own sake is certainly not a key driver for you.

When faced with challenging tasks where the possibility of failure is high, one strategy is to increase the effort put into preparation. Your responses suggest that you are less likely to use this strategy than most people in the comparison group.

Your responses suggest that personal accomplishment for its own sake is not a major driver for you. You describe yourself as less likely than most people to be motivated by 'competing with yourself' to improve on your personal best.

You are less motivated than most by status. The need to progress professionally or to be admired for your achievements is not a driver for you.

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.

Being competitive and wanting to win can drive people to push themselves further. You report that this is not as strong a source of motivation for you as it is for many people. The desire to win or be better than others is not a key aspect of what drives you.

You describe yourself as being less likely than many of the people in the comparison group to prioritise work activities over other areas in your life.

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.

None of the aspects of self control explored in the questionnaire have emerged as significantly distracting from your motivation to achieve.

FACTORS AFFECTING YOUR AMBITION

Your responses suggest that you are not particularly future oriented or inclined to set goals for yourself and make long-term plans for achieving these. Without clear goals and an articulated plan for attaining these, your efforts are likely to lack focus. If you don't know where your destination is your journey becomes haphazard and positive results become incidental rather than planned.

You describe yourself as someone who is not inclined to expand your knowledge base in the absence of any external rewards for doing so. Learning for its own sake is not a key driver for you.

You do not see yourself as a competitive person. You don't feel a need to be better than others. The prospect of winning is not something that motivates you.

Putting in extra effort as a strategy to avoid failing at a work task is not something that you identify with as characteristic of you. This could mean that at times you may find yourself less prepared than most to deal with challenging assignments.

You describe yourself as being less likely than many of the people in the comparison group to prioritise work in general over other areas in your life. You place importance on balancing work with other areas of your life.

You don't see yourself as someone who is motivated by status. Achieving an important position is not a key driver for you.

CONFIDENCE TO SET AND WORK TOWARDS CHALLENGING GOALS

You tend not to worry 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. That said you tend towards pessimism in terms of anticipating success from your efforts and your responses suggest that you are more likely to opt for tasks in which you feel sure that your efforts will be successful rather than tasks which challenge you intellectually. In this sense you may be restricting yourself to a comfort zone rather than capitalising on opportunities to develop yourself in areas where you feel less confident.

You present as a person who attaches considerable value to established ways of doing things and proven ideas so that you may take a lot of convincing to accept changes or adapt to new ways of doing things or take on board new ideas.

You prefer not to take absolute responsibility for decision making. You feel more comfortable when the overall direction comes from someone else or is the result of consensus. In group decision making situations you are less likely than most to exert an influence. You tend to let others take the lead and are less likely than most to push your ideas forward.

CAPACITY TO FOCUS ON THE CHALLENGE AND GET RESULTS

You believe to the same extent as most that your success is down to you rather than attributable to factors that you cannot control. You are no more likely than the next person to attribute failure to anything other than your own ability or the effort you put in.

Your responses suggest typical levels of tenacity and energy in striving to complete tasks.

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.

PROFILE SHEET

Achievement Motivation Inventory | Standard Total Sample - Percentile

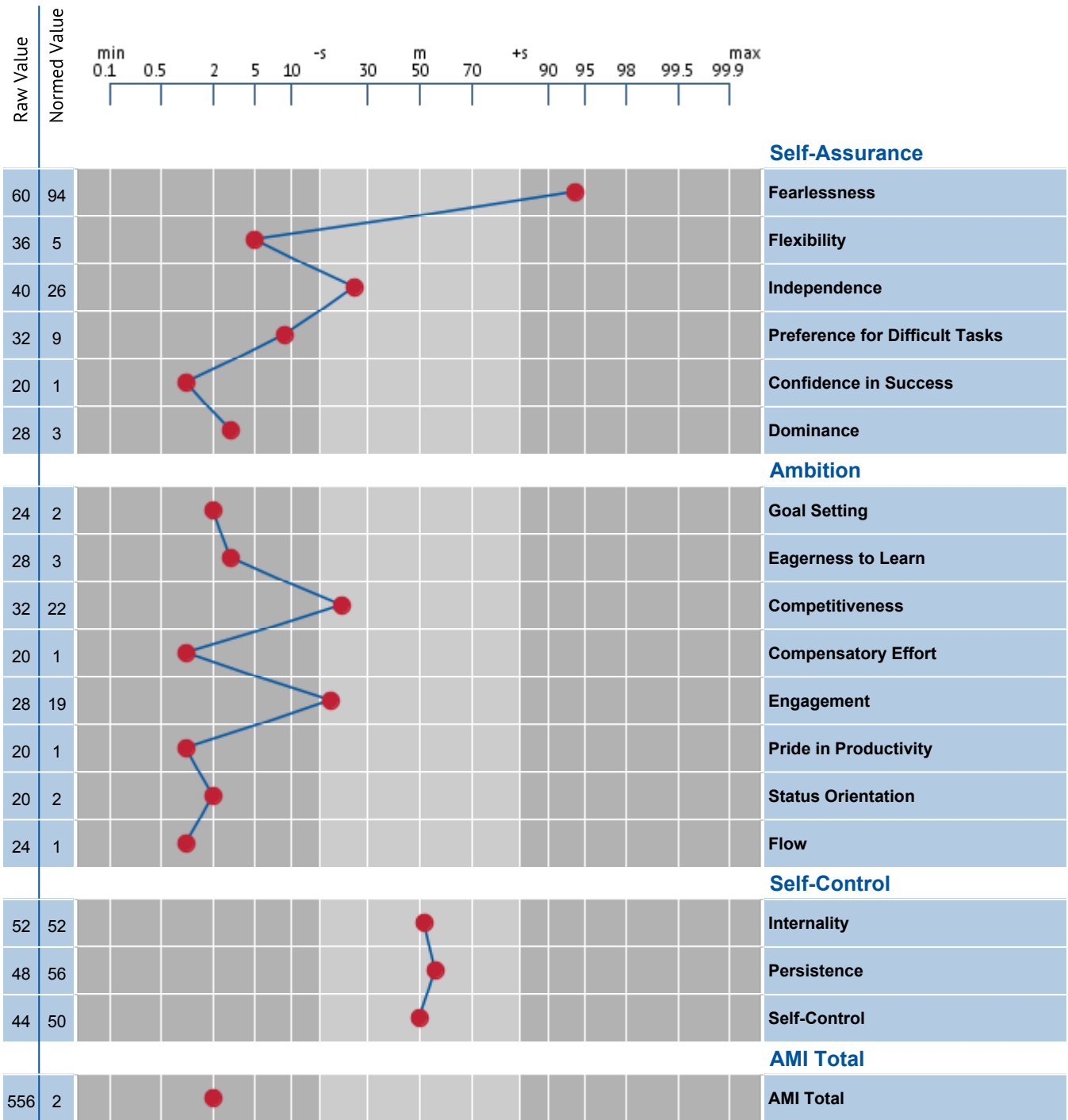


TABLE OF SCORES

Achievement Motivation Inventory | Standard Total Sample - Percentile

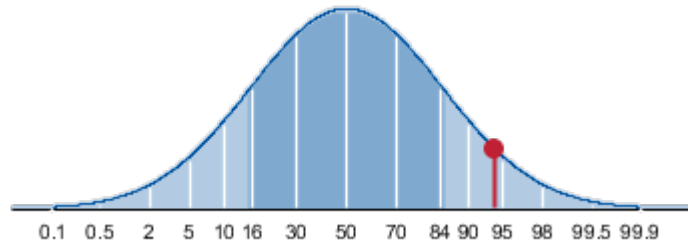
Scale	Raw val	Normed val
Self-Assurance		
Fearlessness	60	94
Flexibility	36	5
Independence	40	26
Preference for Difficult Tasks	32	9
Confidence in Success	20	1
Dominance	28	3
Ambition		
Goal Setting	24	2
Eagerness to Learn	28	3
Competitiveness	32	22
Compensatory Effort	20	1
Engagement	28	19
Pride in Productivity	20	1
Status Orientation	20	2
Flow	24	1
Self-Control		
Internality	52	52
Persistence	48	56
Self-Control	44	50
AMI Total		
AMI Total	556	2

SCALE DETAILS

Fearlessness

Total Sample - Percentile

Raw val	60
Normed val	94
Missing vals	0

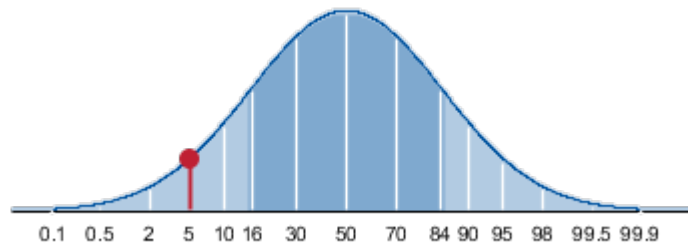


A lack of fear of failing at difficult tasks. People who score high on this dimension are not nervous about performing in public or under time-pressure. They do not fear being judged by others and do not become overly anxious when faced with important tasks. These individuals could be characterized as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

Flexibility

Total Sample - Percentile

Raw val	36
Normed val	5
Missing vals	0

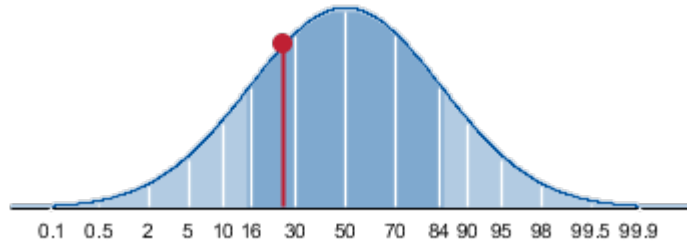


A willingness to accept changes and the enjoyment of challenging new tasks. People who score high on this dimension tend to be open-minded and interested in many things. They can easily adapt to new work situations and exhibit a readiness for change. New situations and things are appealing, especially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

Independence

Total Sample - Percentile

Raw val	40
Normed val	26
Missing vals	0

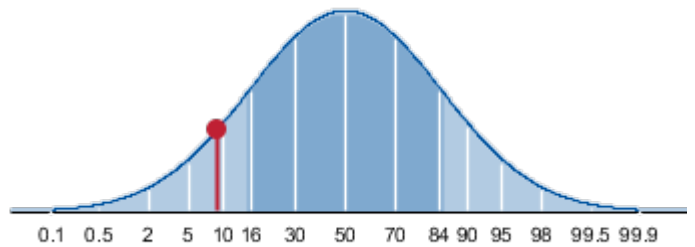


The tendency to take responsibility for one's own actions. People who score high on this dimension would rather make their own decisions and work at their own pace than take direction from others.

Preference for Difficult Tasks

Total Sample - Percentile

Raw val	32
Normed val	9
Missing vals	0

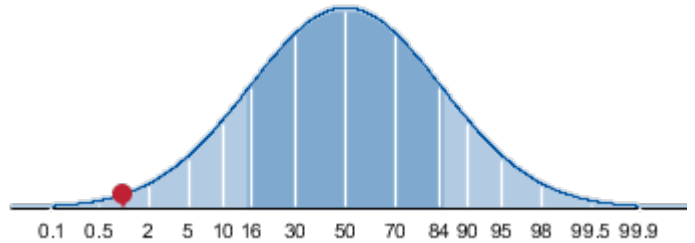


The tendency to seek out challenging rather than easy tasks, and the desire to seek greater challenges once one has already completed a difficult task. People who score high on this dimension prefer to take on difficult tasks with a high risk of failure to easy tasks with a low risk of failure.

Confidence in Success

Total Sample - Percentile

Raw val	20
Normed val	1
Missing vals	0

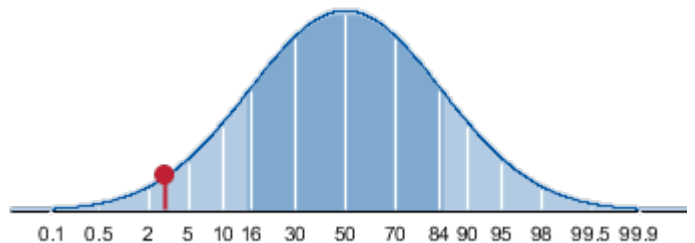


Confidence in achieving success even when there are obstacles to overcome. People who score high on this dimension anticipate that their efforts will lead to success. These individuals are confident in achieving their goals even when facing new and difficult tasks. Their confidence stems from a faith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

Dominance

Total Sample - Percentile

Raw val	28
Normed val	3
Missing vals	0

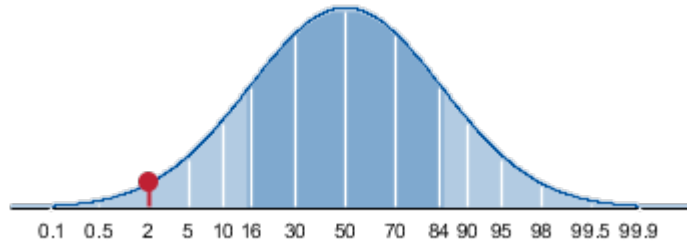


The tendency to exercise power and influence over others. People who score high on this dimension are likely to take initiative and to seek control over activities. They would likely play a dominant role in influencing the results of a team and in taking a leadership role.

Goal Setting

Total Sample - Percentile

Raw val	24
Normed val	2
Missing vals	0

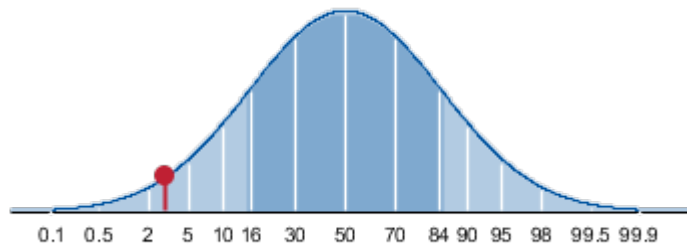


The tendency to set goals and to make long term plans for achieving these goals. People who score high on this dimension are future-oriented and have high standards for what they want to achieve.

Eagerness to Learn

Total Sample - Percentile

Raw val	28
Normed val	3
Missing vals	0

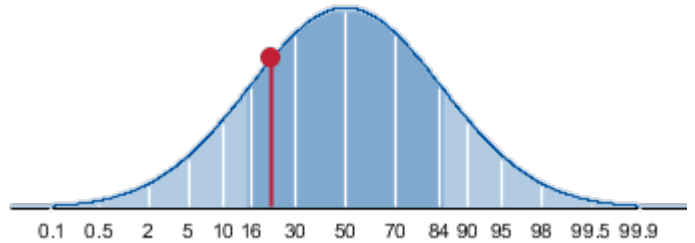


The desire and willingness to spend a lot of time enlarging one's knowledge for knowledge sake. People who score high on this dimension have a thirst for knowledge and will strive to learn new things, even in the absence of any external rewards.

Competitiveness

Total Sample - Percentile

Raw val	32
Normed val	22
Missing vals	0

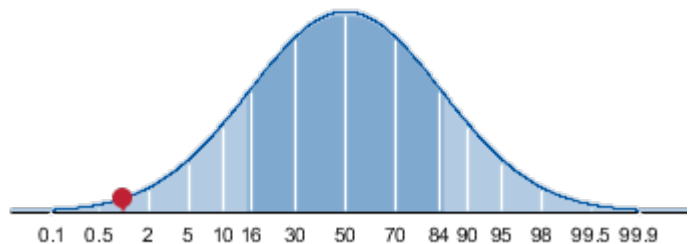


Motivation derived from competing with others. A desire to win and be better and faster than others. People who score high on this dimension love to compete with others and compare their accomplishments to others'. Winning motivates these individuals to expend even more effort.

Compensatory Effort

Total Sample - Percentile

Raw val	20
Normed val	1
Missing vals	0

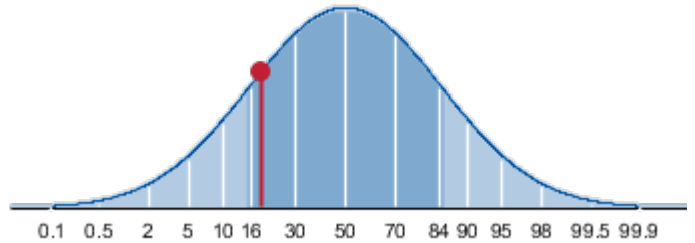


A willingness to expend extra effort in order to avoid failing at a work task, even if this effort results in over-preparation. A constructive reaction to the possibility of failure. Individuals who score high on this scale will compensate for a fear of failing at a difficult task by better preparing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

Engagement

Total Sample - Percentile

Raw val	28
Normed val	19
Missing vals	0

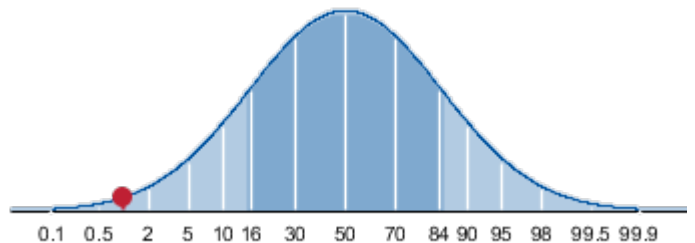


The desire to be regularly engaged in an activity, usually work related. People who are highly engaged place a high priority on work and are uncomfortable when they have nothing to do. They are able to maintain a high activity level for a long period, with little rest. In the extreme, people high on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

Pride in Productivity

Total Sample - Percentile

Raw val	20
Normed val	1
Missing vals	0

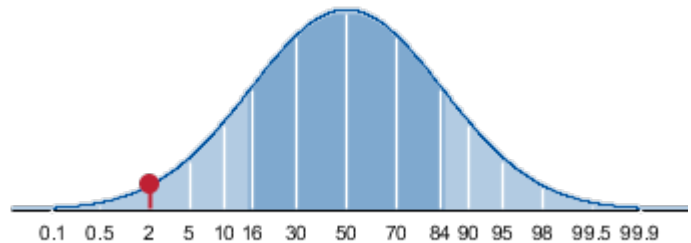


A sense of enjoyment and accomplishment derived from doing one's best at work. People who score high on this dimension are most satisfied when they feel they have improved their performance. Their self-esteem is dependent upon achievement and they gain positive emotions arising from good performance.

Status Orientation

Total Sample - Percentile

Raw val	20
Normed val	2
Missing vals	0

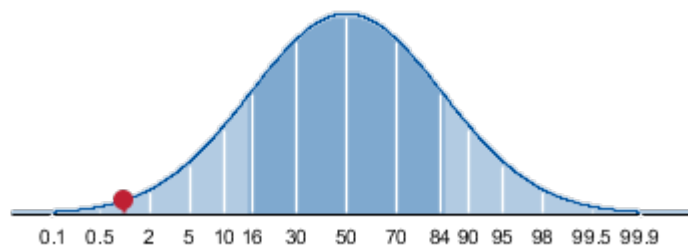


The desire to attain high status in one's personal life and to progress professionally. People who score high on this dimension endeavor to achieve an important position in life and to be admired for their achievements. They are especially motivated to pursue an important career and to progress in their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

Flow

Total Sample - Percentile

Raw val	24
Normed val	1
Missing vals	0

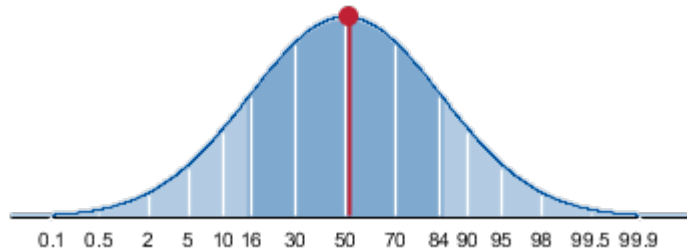


The ability to concentrate on something for a long time without being distracted by situational influences. People who score high on this dimension tend to become lost to the outside world when they are absorbed in a task. They are extremely persevering and in the extreme can be over-preoccupied.

Internality

Total Sample - Percentile

Raw val	52
Normed val	52
Missing vals	0

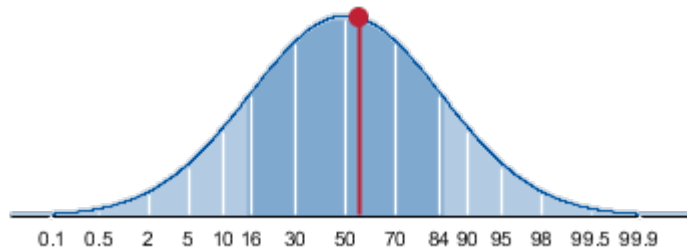


The belief that one's successes are due to internal causes rather than to situational variables. People who score high on this dimension are likely to attribute the consequences of their behaviors to internal causes. They believe that outcomes are the direct result of one's own actions and effort.

Persistence

Total Sample - Percentile

Raw val	48
Normed val	56
Missing vals	0

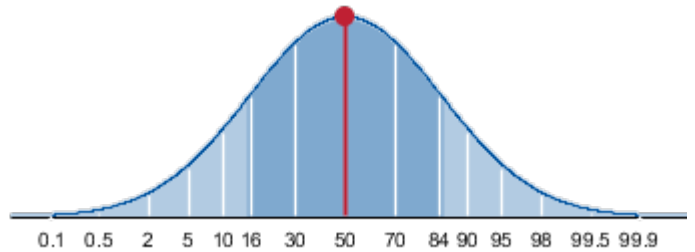


The willingness to exert large amounts of effort over long periods in order to reach a goal. Individuals who score high on this dimension are able to concentrate fully on the task at hand without being distracted. These individuals could be described as tenacious or energetic in striving to complete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

Self-Control

Total Sample - Percentile

Raw val	44
Normed val	50
Missing vals	0

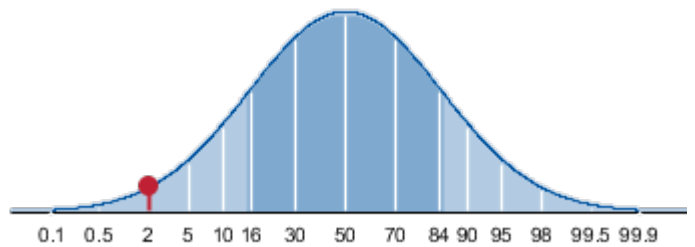


The ability to delay gratification and to organize oneself and one's work. People who score high on this dimension are able to make long term-plans. They do not procrastinate and concentrate on their work with a great deal of self-discipline.

AMI Total

Total Sample - Percentile

Raw val	556
Normed val	2
Missing vals	0



ITEM-LEVEL ANALYSIS

No.	Item (abbreviated)	Response	Points	Time (sec)
Fearlessness				
5	When faced with new job/task, often afraid of doing something wrong	(2) 2	6	0
22	Before exams, often terribly nervous	(2) 2	6	0
39	In critical situations, at times have become confused and then failed completely	(2) 2	6	0
56	Often 'hid' in school to avoid being called upon	(2) 2	6	0
73	Surprise exams in school were very unpleasant for me	(2) 2	6	0
90	Not undertaken some activities for fear of not being successful	(2) 2	6	0
107	When have to present something in front of others, afraid of making fool of myself	(2) 2	6	0
124	There have been very desirable things in my life, but which I didn't dare try for	(2) 2	6	0
141	When notice during written exam that do not have enough time left, find it difficult to concentrate	(2) 2	6	0
158	When fear not being able to succeed at task, look for easier goal	(2) 2	6	0
Flexibility				
1	When facing new situation, always a little sceptical in beginning	(2) 2	6	1.1
18	My everyday life is full of interesting things	(2) 2	2	0
35	Though may be nice to start something new occasionally, feel more comfortable with 'tried and true'	(2) 2	6	0
52	Passed up some interesting things for fear of not being able to accomplish them	(2) 2	6	0
69	When choose goals, prefer to be somewhat careful rather than take big risks	(2) 2	6	0
86	Open to everything new	(2) 2	2	0
103	Like to look for tasks that test my capabilities	(2) 2	2	0
120	Sometimes take risks in order to try out something new	(2) 2	2	0
137	Would like to try out a lot some time	(2) 2	2	0
154	Would feel comfortable in many areas of professional responsibility	(2) 2	2	0
Independence				
15	When performing difficult task, prefer sharing responsibility with others rather than bearing it alone	(2) 2	6	0
32	If pay is the same, would rather be employee than self-employed	(2) 2	6	0
49	Like being solely responsible for what I do	(2) 2	2	0
66	Difficulty to make decisions about even small things	(2) 2	6	0

No.	Item (abbreviated)	Response	Points	Time (sec)
Independence				
83	Sometimes prefer to let others make decisions	(2) 2	6	0
100	Sometimes, find it pleasant not to be responsible for everything	(2) 2	6	0
117	Find it easy to make decisions quickly	(2) 2	2	0
134	Important to me to determine for myself how do my work	(2) 2	2	0
151	Would be very uncomfortable to be told often what to do	(2) 2	2	0
168	Even at young age, valued my independence	(2) 2	2	0
Preference for Difficult Tasks				
9	When difficult task, like to work on it for long period of time	(2) 2	2	0
26	If choice between one major task and several little ones, prefer taking major one	(2) 2	2	0
43	Prefer simple tasks to difficult ones	(2) 2	6	0
60	Prefer tasks can perform easily to those which really have to apply myself to	(2) 2	6	0
77	Tasks that unsure of being able to perform, particularly appealing to me	(2) 2	2	0
94	Especially like to deal with problems that contain tough nut to crack	(2) 2	2	0
111	Difficult problems appeal more to me than simple ones	(2) 2	2	0
128	Like to work at tasks that require great deal of skill	(2) 2	2	0
145	Prefer tasks with which can be sure of success	(2) 2	6	0
162	Feel particularly challenged by difficult task	(2) 2	2	0
Confidence in Success				
10	Even when faced with difficult task, always expect to achieve goal	(2) 2	2	0
27	Whenever was faced with new tasks, always felt would be able to accomplish them	(2) 2	2	0
44	Convinced going to accomplish things professionally	(2) 2	2	0
61	When plan to do something, usually more successful at it than other people	(2) 2	2	0
78	When taking exam, convinced will pass	(2) 2	2	0
95	Confident that my achievements will be recognized by others	(2) 2	2	0
112	Even with difficult tasks, always confident	(2) 2	2	0
129	Do not fear any situation because could always pull through thanks to my abilities	(2) 2	2	0
146	Never had trouble grasping even complicated concepts right away	(2) 2	2	0
163	Often grasp main point of something faster than others	(2) 2	2	0
Dominance				
13	Like to decide what others should do	(2) 2	2	0
30	Often succeed in convincing others of my opinion	(2) 2	2	0

No.	Item (abbreviated)	Response	Points	Time (sec)
Dominance				
47	Not yet had opportunity to be leader or speaker of a group	(2) 2	6	0
64	As member of association, would not be important to me to have influence	(2) 2	6	0
81	When decisions have to be made in group, always play significant role in making them	(2) 2	2	0
98	Even when opposition, I succeed	(2) 2	2	0
115	When working with other people, usually take initiative	(2) 2	2	0
132	On several occasions been able to improve work of others by reorganization	(2) 2	2	0
149	Working together with others, like to take things into own hands	(2) 2	2	0
166	Being master of situation is important for me	(2) 2	2	0
Goal Setting				
7	Generally not satisfied for long with something have succeeded in doing, instead try to do even better job next time	(2) 2	2	0
24	Know exactly what professional position would like to hold in five years	(2) 2	2	0
41	When had choices about education, training, profession, knew exactly what wanted	(2) 2	2	0
58	Colleagues regard me as not long satisfied with what have achieved	(2) 2	2	0
75	Future too uncertain to be able to make long-term plans	(2) 2	6	0
92	Generally strongly oriented toward future	(2) 2	2	0
109	Expect to experience considerable additional personal growth	(2) 2	2	0
126	Sometimes have feeling should create something permanent in life	(2) 2	2	0
143	When notice that can accomplish task easily, increase demands on myself next time	(2) 2	2	0
160	Important to me to increase my proficiency	(2) 2	2	0
Eagerness to Learn				
14	When see, hear something new, try to retain as much as possible	(2) 2	2	0
31	Voluntarily attended a great deal of education and training that was not required	(2) 2	2	0
48	Regularly read trade publications in my professional field	(2) 2	2	0
65	Like to read scientific books, essays	(2) 2	2	0
82	Leisure time should be used to recuperate, not to learn even more	(2) 2	6	0
99	Have had to learn so much in life, further education, training in my professional field not so important	(2) 2	6	0
116	Especially like to watch informational programs on TV	(2) 2	2	0

No.	Item (abbreviated)	Response	Points	Time (sec)
Eagerness to Learn				
133	Spend considerable time learning new things	(2) 2	2	0
150	Prefer gaining new knowledge to dealing with things have already mastered	(2) 2	2	0
167	Not truly satisfied until having really understood matter at hand	(2) 2	2	0
Competitiveness				
6	Annoys me when others perform better than I	(2) 2	2	0.1
23	In order to truly feel successful, have to be better than everyone compare myself to	(2) 2	2	0
40	Do not mind when people my age have achieved more than I	(2) 2	6	0
57	When others are more competent than I, incentive for me to try harder	(2) 2	2	0
74	In competition, participation more important to me than winning	(2) 2	6	0
91	If someone is working on same thing as I, try to be faster or better	(2) 2	2	0
108	Wish to be better than others is major incentive for me	(2) 2	2	0
125	To know where stand in terms of performance it's important to me that compare myself to others	(2) 2	2	0
142	Rarely have had feeling of being in competition with others	(2) 2	6	0
159	Like to compete with others	(2) 2	2	0
Compensatory Effort				
11	So that not be subject to criticism, prefer to double my effort	(2) 2	2	0
28	Often make special effort for fear of making fool of myself	(2) 2	2	0
45	When faced with important task, would rather prepare myself too thoroughly than not enough	(2) 2	2	0
62	Fear of failing at important task has often made me put in great deal of effort	(2) 2	2	0
79	The tension before exam helps me prepare	(2) 2	2	0
96	Without anxiety before examinations, one would hardly learn as much	(2) 2	2	0
113	Because of tension before important task, make greater effort than might otherwise	(2) 2	2	0
130	When fear to make mistakes, make extra effort	(2) 2	2	0
147	When prepare for something important, invest too much time rather than too little	(2) 2	2	0
164	If risk of failing at task, make extra special effort	(2) 2	2	0
Engagement				
12	Others say work a lot more than necessary	(2) 2	2	0
29	Don't feel comfortable when nothing to do	(2) 2	2	0

No.	Item (abbreviated)	Response	Points	Time (sec)
Engagement				
46	At early age, decided to be successful in life	(2) 2	2	0
63	Convinced that have been more committed to education, training, profession than colleagues	(2) 2	2	0
80	On average, worked less than 40 hours a week during past 2 years	(2) 2	6	0
97	People have already told me that neglect important aspects of life because work too much	(2) 2	2	0
114	Work more than most people I know	(2) 2	2	0
131	Already been called a workaholic	(2) 2	2	0
148	Believe I try harder professionally than most of colleagues	(2) 2	2	0
165	Easy to do nothing for long period of time	(2) 2	6	0
Pride in Productivity				
4	Proud, happy to have mastered difficult task	(2) 2	2	0
21	When having accomplished something difficult, proud of myself	(2) 2	2	0
38	In order to be satisfied with my work, must have feeling gave my best	(2) 2	2	0
55	Happy when succeed in using time especially well	(2) 2	2	0
72	Sense of satisfaction when improve on performance	(2) 2	2	0
89	Easy to spark my ambition	(2) 2	2	0
106	If something has not gone as well as planned, then make even more of an effort	(2) 2	2	0
123	Particularly proud of results achieved through own effort	(2) 2	2	0
140	Like to think about all things I have accomplished	(2) 2	2	0
157	My achievements are very important for my self-respect	(2) 2	2	0
Status Orientation				
17	Profession is most important way of being successful in life	(2) 2	2	0
34	Intend to go far professionally	(2) 2	2	0
51	Would like to have important role that would make others look up to me	(2) 2	2	0
68	Would like to become important member of community	(2) 2	2	0
85	Want to be admired for my achievements	(2) 2	2	0
102	Very important to me to achieve position of responsibility	(2) 2	2	0
119	Only job that interests me is one that allows me to achieve prestigious position	(2) 2	2	0
136	Admire people gone far in life	(2) 2	2	0
153	Important for me that others consider me competent, hardworking	(2) 2	2	0
170	Thought of reaching important position is professional incentive for me	(2) 2	2	0

No.	Item (abbreviated)	Response	Points	Time (sec)
Flow				
3	When busy with something interesting, can forget world around me	(2) 2	2	0
20	Often lose myself in what I'm doing	(2) 2	2	0
37	Often noticed that everything else becomes unimportant when totally concentrate on work	(2) 2	2	0
54	Rarely get so involved in something that forget everything else	(2) 2	6	0
71	There are times where totally carried away by work	(2) 2	2	0
88	Once have started job, find it hard to stop	(2) 2	2	0
105	Happiest performing task that demands all my capabilities	(2) 2	2	0
122	Intensive, concentrated work satisfies me	(2) 2	2	0
139	Enjoy becoming completely absorbed in task	(2) 2	2	0
156	Often time slips by unnoticed when completely engrossed in work	(2) 2	2	0
Internality				
8	Extent of one's professional success depends good deal on luck	(2) 2	6	0
25	If had more understanding teachers and supervisors, could have made it farther by now	(2) 2	6	0
42	Most of what happens in life depends more on others than on oneself	(2) 2	6	0
59	Professional success interferes with happy life rather than helps it	(2) 2	6	0
76	Supervisors are usually responsible for unsatisfactory performance	(2) 2	6	0
93	My success depends mainly on my own behavior	(2) 2	2	0
110	School grades, company performance ratings are based more on sympathy than actual performance	(2) 2	6	0
127	Sometimes have feeling that people make life difficult for me, discourage me	(2) 2	6	0
144	Some things achieved only because of a lot of luck	(2) 2	6	0
161	Anything have achieved has mainly been due to my skills, abilities	(2) 2	2	0
Persistence				
2	When determined to do something, don't succeed, then do everything to still accomplish it	(2) 2	2	0
19	Most of my colleagues are more ambitious than I	(2) 2	6	0
36	Difficulty to maintain my effort over long period of time	(2) 2	6	0
53	Could accomplish more if didn't get tired so fast	(2) 2	6	0
70	When doing work, there is hardly anything that can disturb me	(2) 2	2	0
87	Difficulty to concentrate for long time without becoming tired	(2) 2	6	0

No.	Item (abbreviated)	Response	Points	Time (sec)
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Persistence


104	Have often given up quickly when something went wrong	(2) 2	6	0
121	Acquaintances find it typical of me to battle my way through all obstacles	(2) 2	2	0
138	Sometimes when task is difficult, put it aside, maybe take it up at later time	(2) 2	6	0
155	Sometimes difficulty to focus all concentration completely on what doing at moment	(2) 2	6	0

Self-Control

16	Frequently put off until tomorrow things should do today	(2) 2	6	0
33	Even when not having any real desire to work, can still force myself to concentrate	(2) 2	2	0
50	Often been in trouble for putting off important tasks until last minute	(2) 2	6	0
67	So many little tasks to handle that sometimes simply don't deal with them	(2) 2	6	0
84	In school used to put off doing homework as long as possible	(2) 2	6	0
101	Before beginning new project, always draw up work plan	(2) 2	2	0
118	Unfortunately, very often cannot find papers needed for work	(2) 2	6	0
135	If you strive for demanding goals, OK to forego other things in life	(2) 2	2	0
152	Not willing to forego something now in order to maybe achieve something more in future	(2) 2	6	0
169	Old rule 'business before pleasure' still holds true today	(2) 2	2	0

Number of incorrect responses	0	
Number of missing responses	0	
Total item response time		00:04

RESPONSE STATISTICS

Step	Distribution of responses
1	0 %
2	100 % 
3	0 %
4	0 %
5	0 %
6	0 %
7	0 %