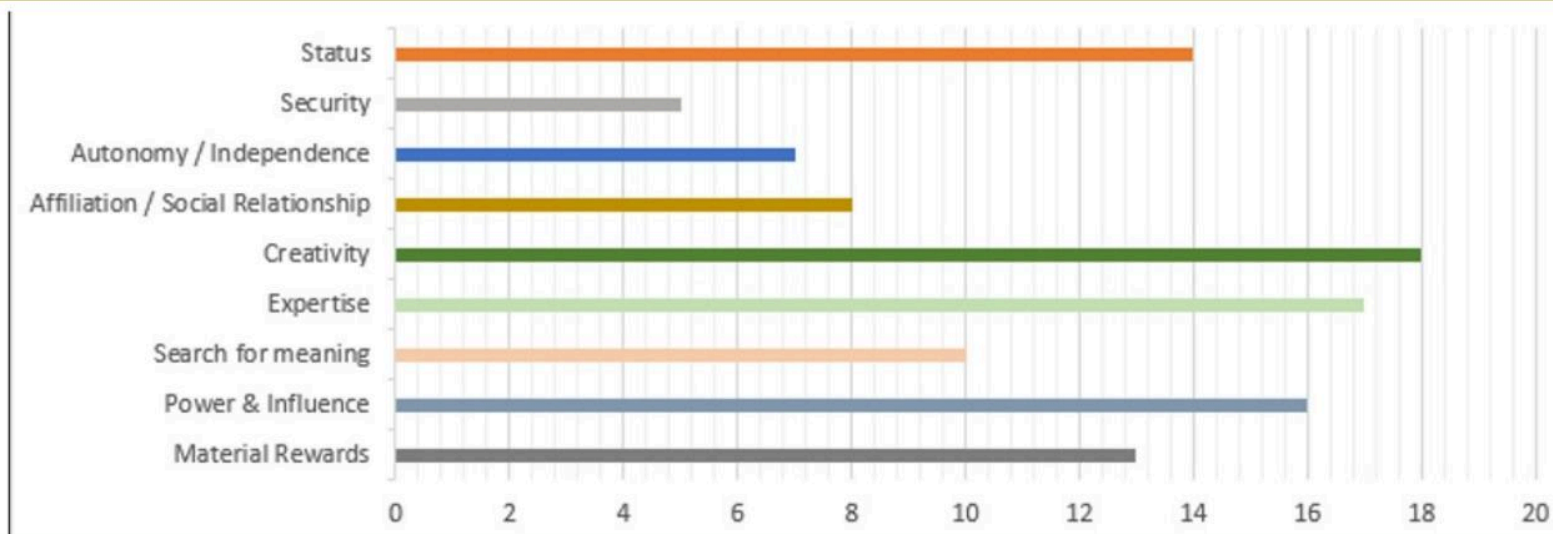


The Career Drivers Instrument

Results for the RSI or the Richmond Survey Indicator Scale

SAMPLE REPORT

Report Date: 01 January 2020



WHAT IS THE RSI SCALE

This scale effectively identifies and measures the various factors that motivates a person to work. A career driver is more than a tendency or disposition. It is an inner motivation which strongly influences the individual. Those people who do not fulfill their career drivers are likely to find it difficult to be motivated at work. Wise individuals will ensure that their primary career drivers are satisfied. A career driver is a fundamental component of an individual's identity. Research has shown that most people have 2 or 3 drivers with only one at the core. It is the key driver that guides career progress and can give coherence to apparently disconnected choices and decisions. In the RSI scale, nine distinct drivers are identified. Each is a blend of wants and needs and although there are slight statistical overlap between some drivers, they can be considered quite distinct.

This report indicates that amongst your top 3 motivators your primary motivator to work is Creativity, followed by Expertise and Power & Influence. All 3 factors have a moderately high score indicating that you are not obsessed by any of them.



The least influencing factor is Security, which indicates that it is very likely that you would not be too worried about security even if your other motivators were not met.

YOUR TOP 3 CAREER MOTIVATORS

18

Creativity

17

Expertise

16

Power & Influence



EXPLORE
YOUR TOP 3

CAREER
MOTIVATORS

Creativity

You seek to innovate and be identified with original input

Creativity is defined as devising something new which bears the name of the originator. Such people will do things which are distinctly different from those which others do, and they want to own the results. Genuine innovation is highly prized, and they derive excitement from breaking new grounds. They can tolerate setbacks, or failures without letting them destroy their optimism. A feeling of accomplishment in producing something novel and original is key. They are willing to take decisions which may result in disadvantage but gives them an opportunity to work in creative ways. They often prefer a solitary or small team environments to large bureaucratic systems. They are stimulated by puzzles, riddles, challenges and problems.

Expertise

You seek a high level of achievement in a specialized field

Expertise is defined as specialist knowledge, skills, competence and capacity to perform unusual, difficult or specialized activities. Such people work hard to gain a depth of competence in limited but specified fields and will strive to maintain their specialist capability. They dislike going outside their defined areas. One of their primary sources of satisfaction is being valued as an expert. They structure their working lives around a defined discipline. The context and challenge of the work determines their behaviour. Their key concern is mastery.

Power & Influence

You seek to be in control of people and resources

Power & Influence is defined as wanting to be dominant and to have others in reporting and subordinate roles. They also seek to influence decisions about policies on how resources are allocated and expended. Such people take decisions primarily to increase the extent of their personal control over people and situations. They are proactive, have high self confidence and clear ideas about what should be done and who should do it. They are concerned with impact. Their key concern is control. They get satisfaction from deciding what should be done and who should do it.

Disclaimer: The RSI scale is a psychometric assessment and like all such assessments, the scores are to be used as indicators with representative value. The scores do not claim to be 100 percent accurate and attempts to describe the individual based on their responses to the questionnaire. As a standard practice, we recommend that for a better understanding and use of the results, this report is interpreted by a certified practitioner through a one on one interpretation or coaching session