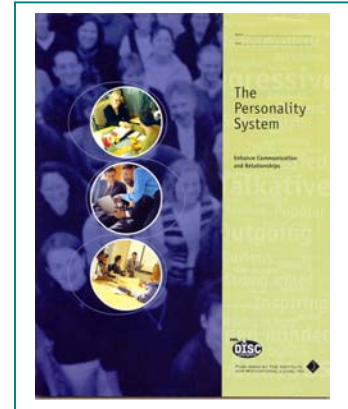


BEHAVIORAL MOTIVATION ASSESSMENT

Behavioral motivation assessment looks into the four motivational qualities possessed by every person. Originally, those qualities were labeled, choleric, sanguine, phlegmatic, and melancholy. The characteristics of these qualities and the unique ways that they are blended together produce the motivations that make up the individual's style of behavior. In some arena's, (although not fully supported by Rock Solid Administrative Services), this is often referred to as a personality style. When these individual patterns are examined carefully, it can be determined what type of environment and what kind of experiences are more inclined to lead the individual to success. This information, rightly controlled, can be applied to many environments. (E.g. family, work, school, etc.) RSAS uses the Personality Performance System, originally developed by Performax and now published by The Institute for Motivational Living, Inc., as it's instrument of choice, and is highly trained in its use. This information is extremely valuable to individuals, ministries or businesses that want to place leaders into an environment that is best suited for success. The same type of approach can produce information helpful in determining learning style (education and equipping) and skill areas (gifts and callings) most suited to that motivational style. A job description can even be assessed and compared with a group of applicants to determine which applicant is most behaviorally suited for that role.



Basically, the information is gleaned from a brief written assessment (approx. 15 minutes) and then graphed in such a way as to identify the primary motivations and the blend these primary motivations have with the less intense motivations possessed by the individual. Depending upon the goal, a very lengthy and detailed report can be generated that supports the complete assessment. This system is a very valuable and powerfully insightful resource tool for the leader and organization.

A BASIC LOOK AT THE FOUR PURE MOTIVATIONS

<p><u>Dominant Tendencies</u> Likes to be in control Decision-Maker Accepts challenges</p> <div style="background-color: yellow; width: 60px; height: 60px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> D </div> <p>Open to change Task Oriented</p>	<p><u>Influencing Tendencies</u> Verbally Skilled Friendly Enthusiastic</p> <div style="background-color: yellow; width: 60px; height: 60px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> I </div> <p>Responsive People Oriented</p>
<p><u>Security Tendencies</u> Loyal Team Player</p> <div style="background-color: yellow; width: 60px; height: 60px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> S </div> <p>Conservative People Oriented</p>	<p><u>Compliant Tendencies</u> Wants Information High Expectations</p> <div style="background-color: yellow; width: 60px; height: 60px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> C </div> <p>Detailed Task Oriented</p>

The IML DISC Insights Personality System
The Institute for Motivational Living, Inc., P.O. Box 925, New Castle, PA 16103