



Reiss **Motivation** **Profile** The Science of Motivation

Administered in Australia by

Reiss Motivation Australia

www.reissmotivation.com | info@reissmotivation.com

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Overview

The Reiss Motivation Profile® is a scientifically developed assessment tool that measures the 16 fundamental desires driving human behaviour.

Professor Steven Reiss spent decades studying human needs to advance our understanding of intrinsic motivation. Asking thousands of people from diverse cultures and stages of life what they wanted and needed (rather than observing), he discovered we are driven by 16 Basic Desires. These desires are common to all of us and are deeply rooted in human nature.

These 16 Basic Desires (or needs) reveal our values, give rise to personality traits and help to predict how we behave, make decisions and perform. If we understand our intrinsic needs, we can identify the environments, activities and habits that help to satisfy our needs, increase our performance and lead us to live a productive and fulfilled life.



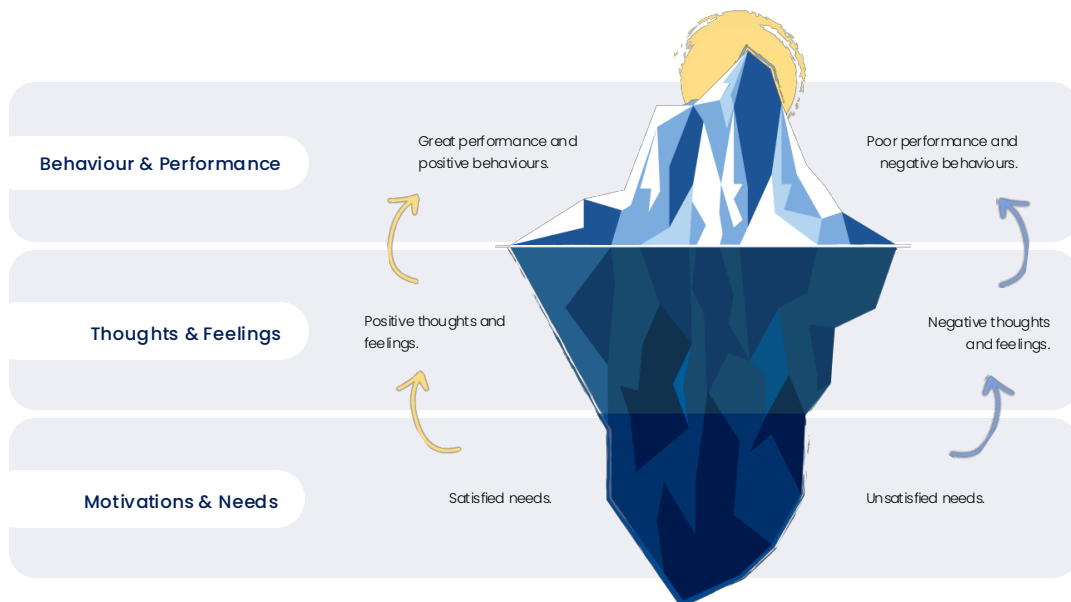
If I know how an individual prioritises and combines the 16 Basic Desires, I can predict with significant validity the individual's personality traits, values, relationships and behaviour in real-life situations.



Professor Steven Reiss

Predicting and Driving Performance

Intrinsic motives inform how we think, feel, act and react to our environment and the people within it.



The Intensity Scale

Your report gives you a score of intensity against the 16 Basic Desires. The score of intensity represents how significant the desire is to you, and how much you need of it. The more intense or significant the need is, the more predictable future decision-making and behaviour becomes.



Weak Need

Score falls between -2 to -0.84.

Weak needs are considered significant and display as light blue. A weak need means you need very little or none of that desire, in most or all situations. You may seek out the opposite of that desire.

Average Need

Score falls between -0.84 to +0.84.

Average needs display as orange. An average need means this desire is situationally dependent for you. Maintaining a balance of too much and too little will help to satisfy this need.

Strong Need

Score falls between +0.84 to +2.

Strong needs are considered significant and display as dark blue. A strong need means you need a lot of that desire, in most or all situations.



Everybody wants the same things, just not to the same degree.



Professor Steven Reiss

Applying Your Results

Awareness of our needs helps us understand ourselves and others better, enabling us to drive improved performance, stronger relationships, and greater satisfaction in all areas of life.

Performance

We experience frustration when our needs are unmet. We experience satisfaction and fulfillment when our needs are met.

Relationships

Similar needs promote bonding. Dissimilar needs promote conflict. Awareness promotes tolerance.

Blind Spots

Significant needs can lead to personal blind spots, i.e. it is difficult to see or understand the other side or perspective.

Habits and Traits

Satiation is only temporary. We develop habits and traits to continuously satisfy our important desires.

16 Basic Desires – Snapshot

Each desire is measured on its own scale of intensity with opposing weak and strong values for each desire. Full definitions for each desire are available in your report.

Acceptance

The desire for positive self-regard.



Confident

Sensitive

Beauty

The desire for aesthetically appealing experiences.



Functional

Stylish

Curiosity

The desire for understanding.



Practical

Intellectual

Eating

The desire to consume food.



Eat to Survive

Eat to Enjoy

Family

The desire to raise children and spend time with siblings.



Self-oriented

Family-oriented

Honour

The desire for upright character.



Expedient

Principled

Idealism

The desire for social justice.



Realist

Idealist

Independence

The desire for self-reliance.



Interdependent

Independent

Order

The desire for structure and stability.



Flexible

Organised

Physical Activity

The desire for muscle exercise.



Inactive

Active

Power

The desire for influence of will.



Non-assertive

Influential

Saving

The desire to collect things.



Spender

Saver

Social Contact

The desire for companionship with peers.



Time with Self

Time with Others

Status

The desire for respect based on social standing.



Informal

Formal

Tranquility

The desire to avoid pain and anxiety.



Risk Taker

Cautious

Vengeance

The desire to confront those who frustrate or offend us.

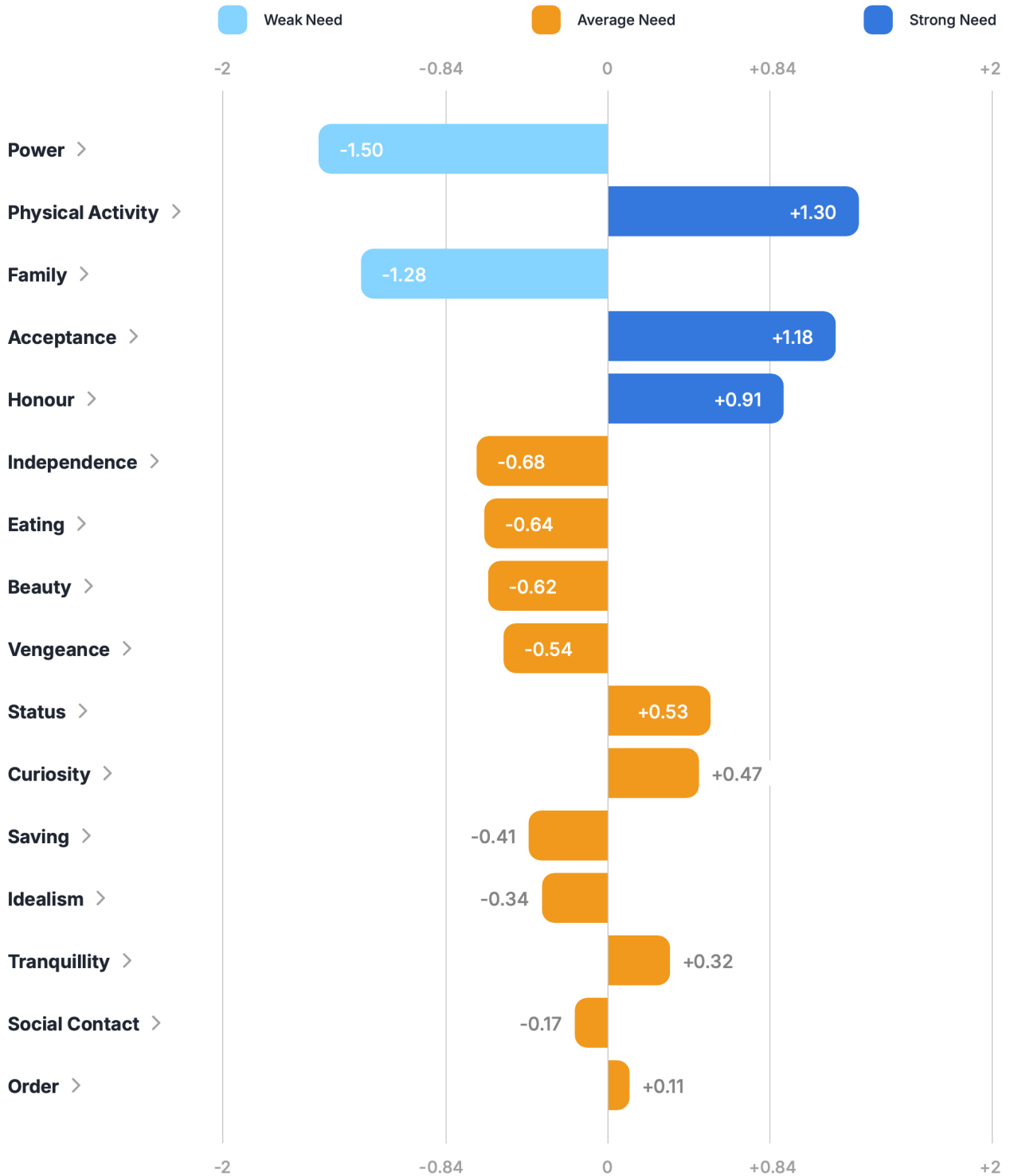


Peacemaker

Competitor

Sage Green

The following chart represents your prioritised strong, average, or weak needs among 16 basic desires, and offers general descriptions of how these intrinsic needs may influence your values, behaviours, and personality traits.





Power

The desire for influence of will.

Your score



I value work-life balance, receiving clear direction and empowering others to achieve.

Your needs

+ Met Needs

Performance can be accelerated when

- ▶ You have sufficient balance in life.
- ▶ You're provided clear direction and attainable goals.
- ▶ You're not expected to influence outcomes, rather assist in the achievement of outcomes.

- Unmet Needs

Performance can be impacted when

- ▶ You're expected to take charge and influence and outcome.
- ▶ Goals are set too high or you're pushed too hard to achieve a goal.
- ▶ Your personal life is being compromised by the pursuit of your goals.

⚡ Under Stress

Under stress, you may:

- ▶ Become a passive onlooker, watching events unfold without intervening.
- ▶ Become reluctant to take initiative when things go wrong.

🔗 Relationships

You may see yourself as:

- ▶ People-oriented, submissive and a follower.

And see people with the opposite need as:

- ▶ Workaholics, driven, controlling and dominant.

People with the opposite need may see you as:

- ▶ Passive, non-assertive, easy-going and laid-back.

Things to Reflect On

Consider how your weak desire for Power influences your performance.

Do you prioritise work-life balance over pursuing challenging goals?

Do you feel more comfortable supporting others rather than leading?

What are some of the habits and traits you've developed to ensure your weak desire for Power is satisfied?

Power

Explanatory Notes

The basic desire for Power is the desire for influence of will. Power drives hard work, determination, and the need for achievement. It also can motivate the desire for leadership.

Definition

Power is our desire for influence of will.

It motivates people to work hard, show determination, and seek achievement. And also, motivates the desire for leadership.

Power is the basic desire to influence others. It's about pursuing ambitious and challenging goals.

Weak Desire for Power

Along with 20% of the population, you have a weak desire for Power.

You value work-life balance. You're not driven by the need to lead or take control of situations.

Your performance may be negatively impacted if you do not have clear direction and guidance.

A weak desire for Power commonly drives a preference for balance and moderation.

You may find yourself valuing a work-life balance over the pursuit of ambitious goals. This tendency to take a more laid-back approach may lead you to set less challenging goals so you can enjoy other interests.

When pushed too hard, you may avoid taking on more responsibility or feel the desire to quit all together.

Under pressure, you may become a passive observer, choosing not to intervene or assert your opinions.

You're more likely to be comfortable in support roles, helping others achieve their goals rather than leading others to achieve yours.

A balanced lifestyle is what you'll respond to best.