

Reisman Diagnostic Motivation Assessment (RDMA[®])

Interpretation of Results and Creative Reflection

Overview

The RDMA is a 20-question self-assessment designed to help you become aware and better understand your motivation preferences as categorized into needs or expectancy. These terms are defined as follows:

Needs: "Needs" refer to fundamental human requirements or desires that drive behavior. The fulfillment of these needs motivates individuals to take action and influences their priorities and decision-making processes.

Expectancy: "Expectancy" refers to an individual's belief that their effort will lead to a desired rewards or level of performance, i.e., that motivation is influenced by the expectation that one's efforts will result in successful achievement of performance goals or rewards.

Purpose

This worksheet is intended to support your understanding of your sources of motivation related to *needs* and *expectancy*.

Your Score

In the following table, write down your scores from the RMCA and use the tables on the following pages to determine the classification of each of your scores (e.g., very high to very low). Once finished, mark document your scores and classification (e.g., Very High, High...) and use the questions that follow to prompt your reflection on your sources of motivation.

Domain	Your Score	Classification	Possible Score
Needs			60
Expectancy			60

The [Freddie Reisman Center for Translational Research in Creativity and Motivation \(FRC\)](#) has modules related to motivation that will assist you in understanding your current motivations as well as ideas to motivate yourself in other ways.

RDMA DETAILED SCORING GUIDE

Maximum Possible Score	Equivalent %	Classification	RDMA Items Related to Classification
Needs Possible Points: 60	Score of:		3. I have a strong need to set and accomplish challenging goals. 5. I want to be liked. 6. I prefer situations when I am in control. 7. I am motivated by competition. 8. Status and recognition are important to me. 14. I want to engage in tasks that allow me to show my creativity. 17. My performance is enhanced when the task interests me. 18. I require a consistent and stable work environment. 19. Approval of my peers is important to me. 20. I am happy when others recognize my work.
	50-60	Very High	
	40-49	Moderately High	
	30-39	Average	
	20-29	Low	
	6-19	Very Low	
Expectancy Possible Points: 60	Score of:		1. I expect a reward when I accomplish a task. 2. I am motivated by promises of rewards by my boss, teacher(s), or parents(s). 9. I take risks to get ahead. 10. My performance will lead to rewards. 11. Believing I can do something leads me to set higher goals. 12. A supportive parent, teacher, or boss enhances my creativity. 13. Feedback about my performance helps me to improve. 15. I anticipate receiving an award for completing an assignment. 16. Working hard enhances my skills and competencies.
	50-60	Very High	
	40-49	Moderately High	
	30-39	Average	
	20-29	Low	
	6-19	Very Low	