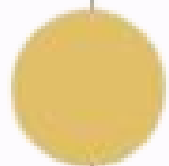


Richmond Survey Assessment

Psychology Report



Client Name:



Client Number



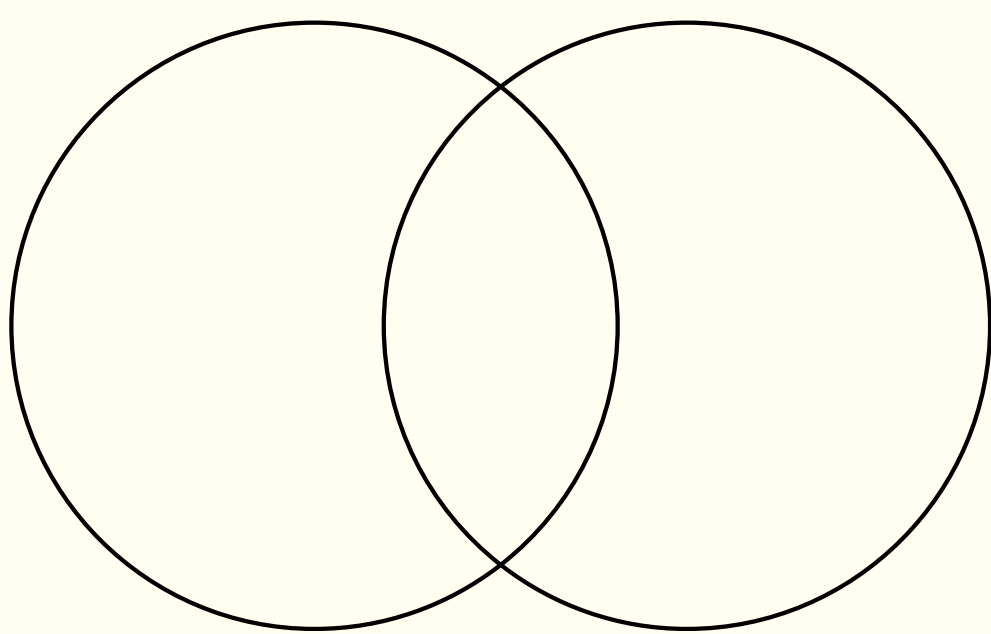
Report Type



Report Date:

This report presents the findings of a psychological assessment conducted using the Richmond Survey. The Richmond Survey is a The "Richmond Survey Instrument" or "Richmond Career Drivers Survey" is a psychological assessment tool designed to help individuals understand their **career motivations and drivers**. It's often used in recruitment , career counseling, coaching, and personal development to clarify what truly matters to someone in person's working life.

The 9 Motivators of the Richmond Survey



Material Rewards : *Seeking wealth, living well, and the possession of things*

Power / Influence : *Desire to lead, control teams or resources, and hold visible authority roles*

Meaning (Search for Meaning) : *Pursuing work that feels intrinsically valuable or socially impactful*

Expertise : *Aiming for high proficiency, specialist knowledge, and mastery*

Creativity : *Wanting to innovate, produce original work, and be recognized as the creator*

Affiliation : *Valuing deep, nourishing relationships and teamwork at work*

Autonomy : *Craving independence, freedom to make decisions, and self-direction*

Security : *Preferring stability, predictability, and assurance about the future*

Status : *Seeking respect, prestige, and recognition from others*

Results for Nitin Sanker

Age 25

Core Career Drivers	Your Score	Importance
Meaning		High
Autonomy		High
Expertise Status		High

Secondary Career Drivers	Your Score	Importance
Recognition & Status		Medium
Personal Relationships & Collaboration		Medium

Low Career Driver	Your Score	Importance
Power & Security		Low
Financial Security		Low

Detailed Interpretation

Your Top Career Drivers Profile

Your responses to the Richmond Career Drivers Survey have revealed the following primary motivators, ranked from most to least influential based on your allocation of points:

1. Meaning & Contribution

Your Score: *High (e.g., 27 out of a possible 30 points)*

What this means for you: *You are deeply motivated by the feeling that your work makes a positive difference, contributes to a greater good, or aligns with a strong personal purpose or set of values. You seek work that feels significant and impactful beyond just personal gain. You want to feel that your efforts genuinely benefit others or advance a cause you believe in.*

Questions to ask during coaching or reflection: *"My work must have a clear positive impact on society." "I must feel a sense of purpose and alignment with organizational values." "If I'm not contributing meaningfully, my work feels hollow."*

2. Autonomy & Independence

Your Score: *High (e.g., 24 out of a possible 30 points)*

What this means for you: *You have a strong need for freedom and control over your work, methods, and schedule. You prefer to be self-directed, trusted to make your own decisions, and have space to innovate without excessive micromanagement. You thrive when you can set your own course and work on your own terms.*

Potential "Rules": *"I must be able to make key decisions independently." "I need flexibility in how and when I work." "Micromanagement stifles my creativity and motivation."*

3. Expertise & Mastery

Your Score: *High (e.g., 22 out of a possible 30 points)*

What this means for you: *You are driven by the desire to develop deep knowledge, skills, and competence in a particular area. You enjoy learning, solving complex problems, and becoming highly proficient in your chosen field. The continuous pursuit of excellence and becoming an expert is a significant motivator for you.*

Potential "Rules": *"I must constantly be learning and developing new skills." "I need opportunities to apply specialized knowledge." "Being recognized as an expert is important to me."*

Secondary Career Drivers

These drivers are important to you, though perhaps less dominant than your top three:

4. Social Relationships & Collaboration

Your Score: Medium (e.g., 16 out of a possible 30 points)

What this means for you: While not your absolute top driver, positive working relationships, teamwork, and a supportive social environment contribute significantly to your job satisfaction. You appreciate camaraderie and the chance to collaborate with others.

5. Recognition & Status

Your Score: Medium (e.g., 14 out of a possible 30 points)

What this means for you: While not the primary focus, receiving acknowledgment for your achievements, gaining status, or being held in high regard by others in your field is gratifying and motivating for you.

Less Prominent Career Drivers

These drivers received lower scores, suggesting they are less central to your current career motivations. This does not mean they are unimportant, but rather that other drivers take precedence for you at this time.

6. Financial Security

Your Score: Low (e.g., 7 out of a possible 30 points)

What this means for you: While a baseline level of financial stability is assumed, the pursuit of maximum wealth or guaranteed long-term security is not a primary driving force behind your career choices compared to other factors. You might be willing to trade higher income for more meaning or autonomy.

7. Material Reward

Your Score: Low (e.g., 5 out of a possible 30 points)

What this means for you: Accumulating significant wealth, luxury, or high material possessions through your career is not a dominant motivator for you.

8. Influence & Power

Your Score: Low (e.g., 4 out of a possible 30 points)

What this means for you: While you may lead or collaborate, the explicit pursuit of control over others, significant organizational power, or a dominant position is not a primary career driver for you.

Summary & Recommendations

Based on the results of the Richmond Survey, Nitin Sanker would be most fulfilled in position / job where he can make be autonomous, to work in area where he can be at his most creative self. He loves to learn and would be frustrated with routine work.

He has the ability to get along with others is high and can work well with a team.

- Would be disengaged in a large organization where he would be a cog in the wheel.
- Would not be able manage differences of opinion with a team.

Career Recommendations based on motivator combinations

- Executive Roles, Sales Director, CEO
- Risk Manager, Compliance Officer
- Affiliation
- Consultative
- HR Manager, Mediator, Social Worker
- Autonomy
- Consultant, Researcher, Creative Director

Reliability and Validity of the Richmond Style Indicator (RSI) Assessment

The Richmond Style Indicator (RSI) is a psychometric tool designed to assess preferences, and motivators in professional and personal contexts. As with any psychometric instrument, the RSI is evaluated for reliability and validity to ensure the accuracy and consistency of its results.

1. Reliability of RSI

Reliability refers to the consistency and stability of the assessment results over time and across different scenarios.

- Internal Consistency:
 - The RSI demonstrates strong internal consistency, meaning the items within each style dimension (e.g., Motivators, Decision Styles) consistently measure the same underlying construct. This is typically validated using Cronbach's Alpha, with coefficients usually exceeding 0.70, indicating acceptable to high reliability.
- Test-Retest Reliability:
 - The RSI exhibits robust test-retest reliability, ensuring that an individual's scores remain relatively stable when the test is administered at different points in time, assuming no significant changes in the individual's circumstances or development.

2. Validity of RSI

Validity measures how well the RSI assesses what it claims to measure — in this case, personal styles, decision-making tendencies, and intrinsic motivators.

- Content Validity:
 - The RSI's framework is built upon established psychological theories and models, including elements from behavioral psychology, leadership styles, and motivational theory, ensuring comprehensive coverage of relevant personal and professional styles.
- Construct Validity:
 - The RSI has undergone extensive psychometric testing to confirm that it accurately measures distinct personal styles and motivators. Factor analysis supports that the assessment items correspond to the theoretical constructs they intend to measure.
- Criterion-Related Validity:
 - RSI results have been correlated with performance outcomes, leadership effectiveness, and team dynamics in professional settings, supporting its practical applicability and predictive validity.
- Face Validity:
 - Users of the RSI often report that the results accurately reflect their personal