

# TOM<sup>TM</sup>

## Test of Motivational Orientation

DEVELOPED BY BORGOGNI, PETITA & BARBARANELLI

REPORT PREPARED FOR:

**DEMO**

Gender: FEMALE

Age: 29

Occupation: INGINER

QUESTIONNAIRE USED UNDER LICENSE BY:

Psychologist: DEMO

Administered on: 2008/12/03

Report generated on date/hour: 13.03.2009 / 16:34:58

Identifier/serial number: 00148258



**G.O.S.**



## INTERPRETATION OF THIS REPORT

### OBJECTIVE OF THE REPORT

This report will help in the better understanding of the preferences, attitudes, and behaviors characteristic for the evaluated person in key dimensions of his/her motivational orientation.

This report is intended for the use of psychologists, counselors or other specialised professionals in their work with clients.

Although formulated like a stand-alone report, which especially in the second section (detailed report) may also be easily read by persons not trained in the usage of psychological tests, this report has been projected and developed in such a way as to offer assistance to the professional who is interpreting the test results.

These results should only be considered in conjunction with professional judgment, after a careful and detailed analysis, and only after corroborating these data with the results of an interview and, if possible, with other psychometric instruments. Results contained in this report may be subject to alterations and special highlights as a function of such corroborations made by a specialised professional.

### BASIS OF THE REPORT

This report is based on the TOM, a psychometric instrument that has been validated in a wide variety of research programs.

The Test of Motivational Orientation (TOM) is a structured, verbal, omnibus measure of for motivational drives. The questionnaire consists of 70 items, grouped on 4 content scales and a social desirability scale.

### CHARTS

The section containing the TOM profile contains charts of the scores characteristic for the assessed person on each of the 4 content scales and the social desirability scale of the TOM. The scales are grouped in the chart downwards and are accompanied by numerical indications of the scores.

The scores for the 5 TOM scales are presented in standardized T scores. These are linear transformations of the raw scores, with an average of 50 and a standard deviation of 10. A volume of 68% of the population is contained in the T40-T60 interval, for each scale. The transformations from this report are made on the basis of the normative sample which is indicated at the top of the profile page.

### CAVEATS IN INTERPRETATION

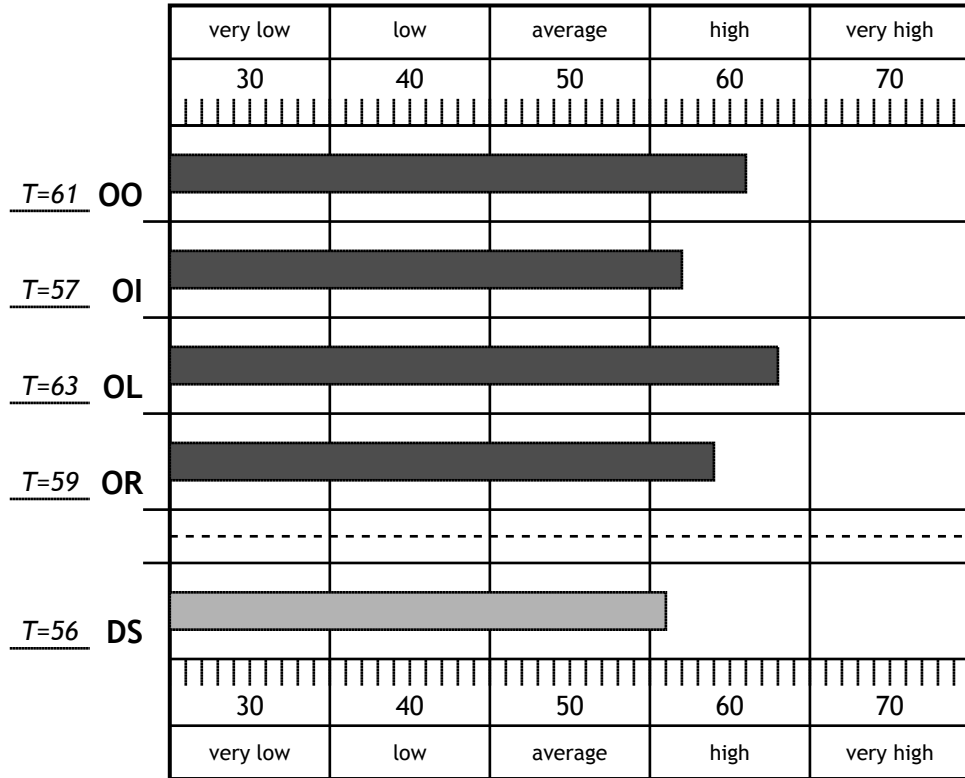
The detailed report offers a drilldown of the characteristics ascertained through the AMI and already pictured in the charts in the AMI profile section. This section was developed by psychologists in order to offer assistance to the specialists interpreting the results and in order to minimise the needed interaction with the test manual.

This section may also be read by the assessed person as part of a structured discussion with the psychologist or as part of a personal development program this person is part of. It is, however, important that the results of this report are not taken into consideration for decisions until after their discussion with a specialised professional.

# THE TOM PROFILE

Scoring based on: THE ROMANIAN FEMALE NORMS (N=607ss)

## TEST PROFILE



## LEGEND

## LEGEND

	Raw Scores	T Scores
OO = Orientation to Objectives	92	61
OI = Orientation to Innovation	78	57
OL = Orientation to Leadership	80	63
OR = Orientation to Relationships	90	59
DS = Social Desirability	53	56

## ANSWERS TO THE ITEMS

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- (1): '6'      (11): '5'      (21): '3'      (31): '7'      (41): '4'      (51): '7'      (61): '7'
- (2): '6'      (12): '6'      (22): '6'      (32): '7'      (42): '4'      (52): '6'      (62): '7'
- (3): '5'      (13): '6'      (23): '5'      (33): '6'      (43): '6'      (53): '7'      (63): '7'
- (4): '6'      (14): '5'      (24): '4'      (34): '6'      (44): '3'      (54): '6'      (64): '6'
- (5): '6'      (15): '4'      (25): '6'      (35): '7'      (45): '7'      (55): '7'      (65): '7'
  
- (6): '6'      (16): '4'      (26): '3'      (36): '7'      (46): '3'      (56): '7'      (66): '5'
- (7): '7'      (17): '5'      (27): '4'      (37): '5'      (47): '4'      (57): '7'      (67): '7'
- (8): '6'      (18): '5'      (28): '5'      (38): '4'      (48): '5'      (58): '7'      (68): '5'
- (9): '7'      (19): '6'      (29): '5'      (39): '3'      (49): '7'      (59): '6'      (69): '6'
- (10): '5'      (20): '6'      (30): '7'      (40): '3'      (50): '6'      (60): '5'      (70): '7'

## VERBAL DESCRIPTION

**VERBATIM PROFILE DESCRIPTION**

\* The following description is computer generated, based on the scores obtained by the assessed person. It is imperative that this description is validated by a specialist qualified in interpreting this test. The following descriptions and predictions may suffer changes as a function of this professional interpretation and should not be taken into account without this professional judgment.

## SOCIAL DESIRABILITY

The scores obtained on the dissimulation scale are slightly over average. There is a minor possibility that the answers of the evaluated person are positively distorted, meaning answers that were given in such a manner that they presented a more positive image about the own person than in reality.

STRUCTURAL SCALES:  
ORIENTATION  
TOWARDS OBJECTIVE,  
INNOVATION,  
LEADERSHIP AND  
RELATIONSHIPS

The evaluated person scored high on the Orientation toward Objectives scale. A high score defines those active and combative persons who enjoy giving the best of them in every occasion. They prefer the provocative/ challenging and difficult activities. On the job, they always seek for those occasions that bring challenges and that allow them to test their limits. Those persons seek, at every cost, to reach the established objectives. They recognize the feedback's importance, knowing how to fructify it in order to develop themselves.

The evaluated person scored high on the Orientation toward Innovation scale. These persons are attracted by the less familiar situations; at the job, they are productive if they have the possibility of being involved in new activities and projects. Their curiosity is directed to those situations that allow them to implement new methods or technologies. Confronted with conventional or routine situations, generally, these persons tend to become bored/ less interest; they prefer to be involved in a great number of tasks and to accomplish more activities simultaneously.

The evaluated person scored high on the Orientation toward Leadership scale. On the job, these individuals are productive if they are acknowledged as bosses. These persons like to take decisions, even in the name of other persons. They are preoccupied to convince the others, succeeding in finding efficient persuasions strategies in order to motivate the others in adopting their vision and to sustain the initiatives. These persons try to be in the center of the attention and they hardly tolerate the idea of following the others.

The evaluated person scored high on the Orientation toward Relationship scale. On the job, these persons consider solidarity with the colleagues as being very important. Also, they treasure the affective support of the others. These persons like working with the colleagues, subordinates, superiors or clients with which to have friendship relationships and, if possible, they prefer that these friendship relationships continue also after the program.

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Giunti O.S. Organizzazioni Speciali  
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