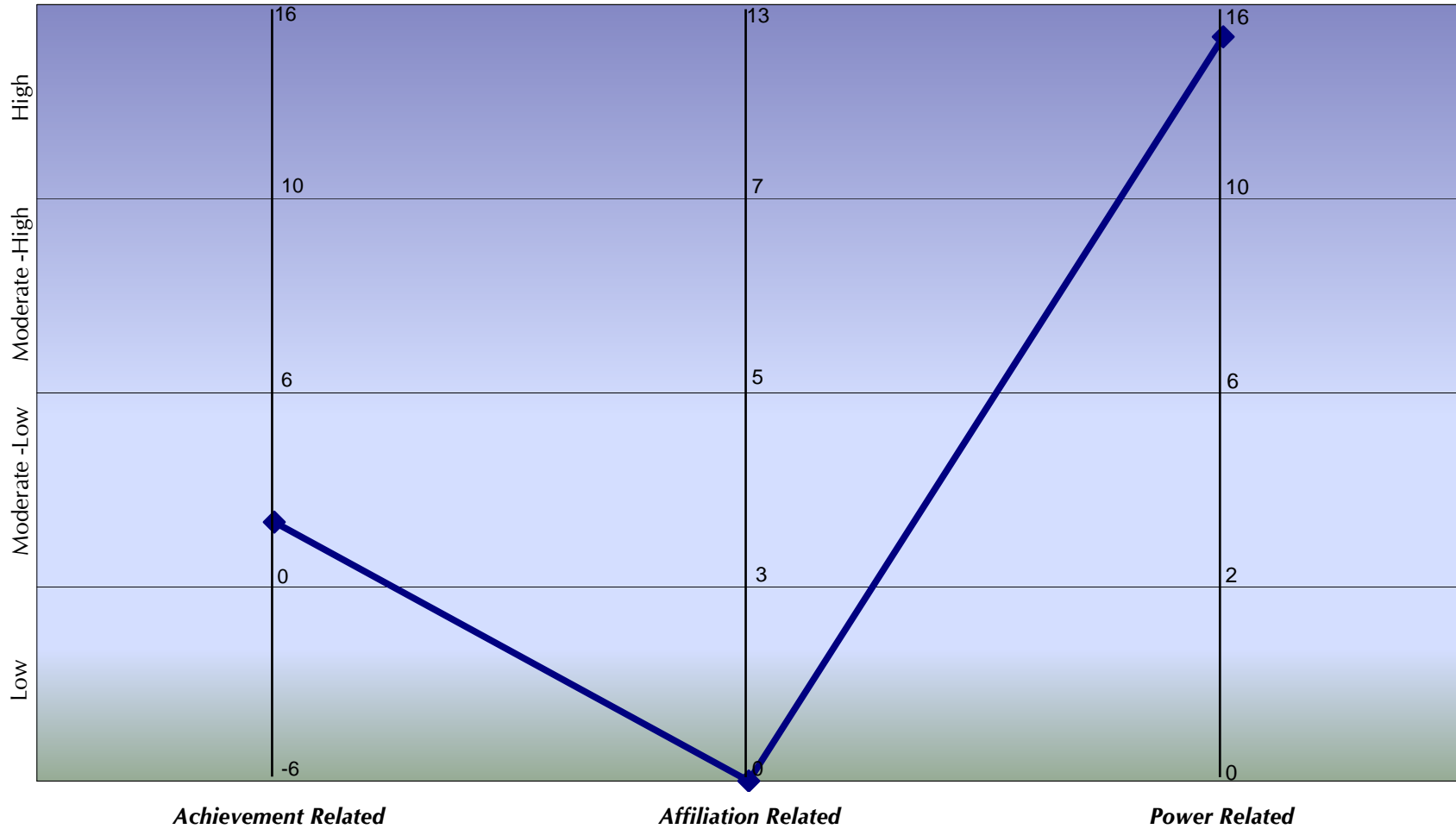


MICHAEL SPOCK MOTIVATION PROFILE

Children's Museum



Originally developed by Dr. John Atkinson, University of Michigan, 1954 as adapted from Dr. Henry Murray, Harvard University, 1935 and revised by Dr. David C. McClelland, Harvard University 1960, and David Burnham, David Burnham Associates, 1982.

Prepared by Burnham Rosen Group, 2007

MICHAEL SPOCK MOTIVE SCORING

Children's Museum

Scoring By: DHB

ACHIEVEMENT MOTIVE

Story #	AI +1	TI --	UI -1	N +1	ACT +1	SA +1	FA +1	BP +1	BW +1	H +1	F+ +1	F- +1	Th +1	Story Total
1		-												0
2		-												0
3			-1											-1
4		-												0
5		-												0
6	1				1	1	1							4
Category Total	1	-	-1		1	1	1							3
														2

O.L.

AFFILIATION MOTIVE

Story #	AFI +1	UI --	N +1	ACT + out +1	ACT -dbt out 0	SA +1	FA 0	BP 0	BW +1	F+ +1	F- 0	Th +1	Story Total
1		-											0
2		-											0
3		-											0
4		-											0
5		-											0
6		-											0
Category Total	0	-											0
													0

O.L.

POWER MOTIVE

Story #	PI +1	UI --	PA+ +1	PA- +1	N +1	ACT +1	BW +1	SA +1	FA +1	F+ +1	F- +1	Eff +1	Story Total
1	1					1		1		1		1	5
2	1				1	1	1		1			1	6
3	1				1	1	1		1			1	6
4	1		1			1	1	1	1			1	7
5	1										1	1	3
6	1					1							2
Category Total	6	-	1		2	5	3	2	3	1	1	5	29
													15

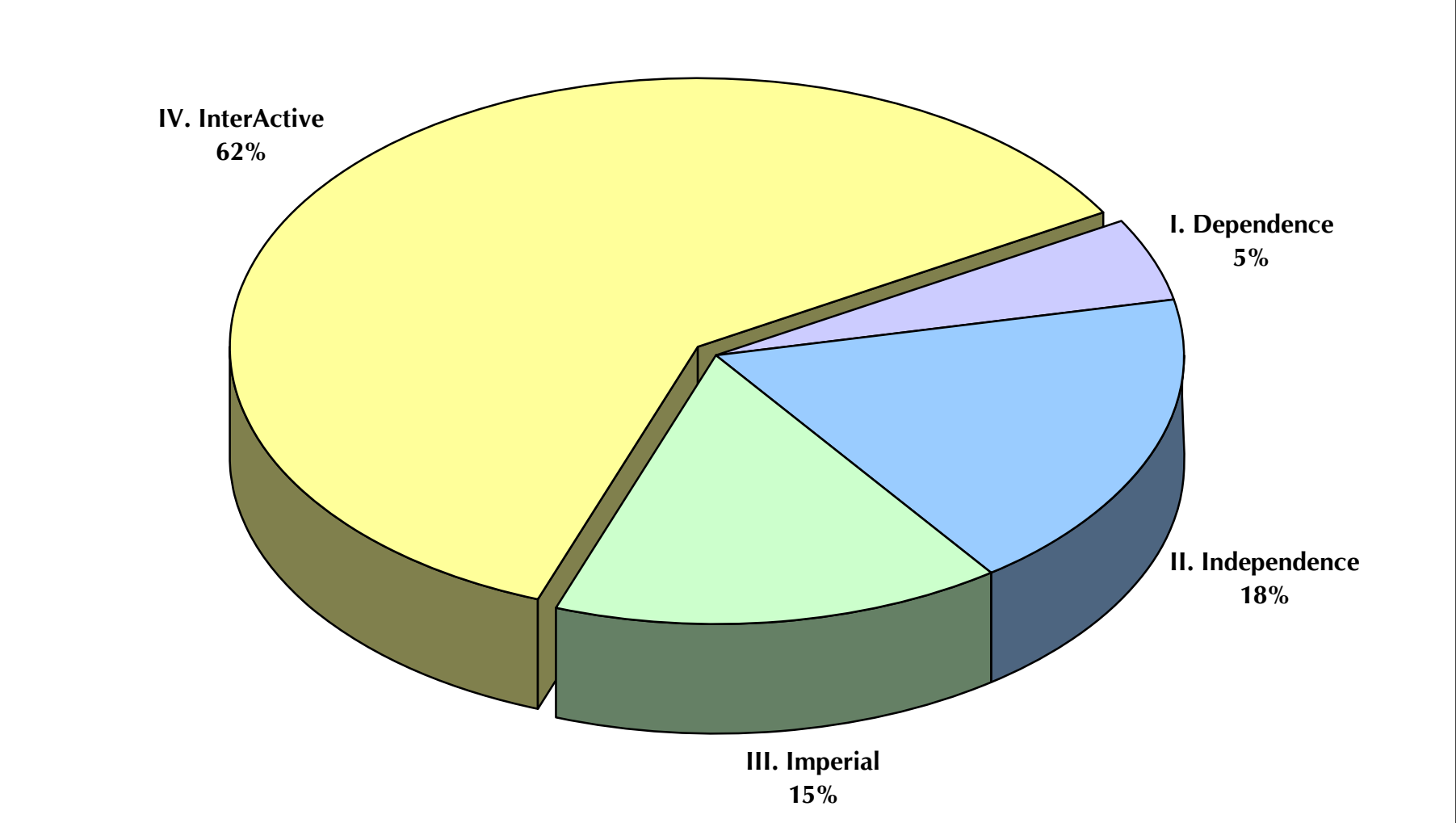
O.L.

Word Avg _____ 127 _____

MICHAEL SPOCK POWER STAGES PROFILE

by Percentile Distribution

Children's Museum



Modal Score: 2.88

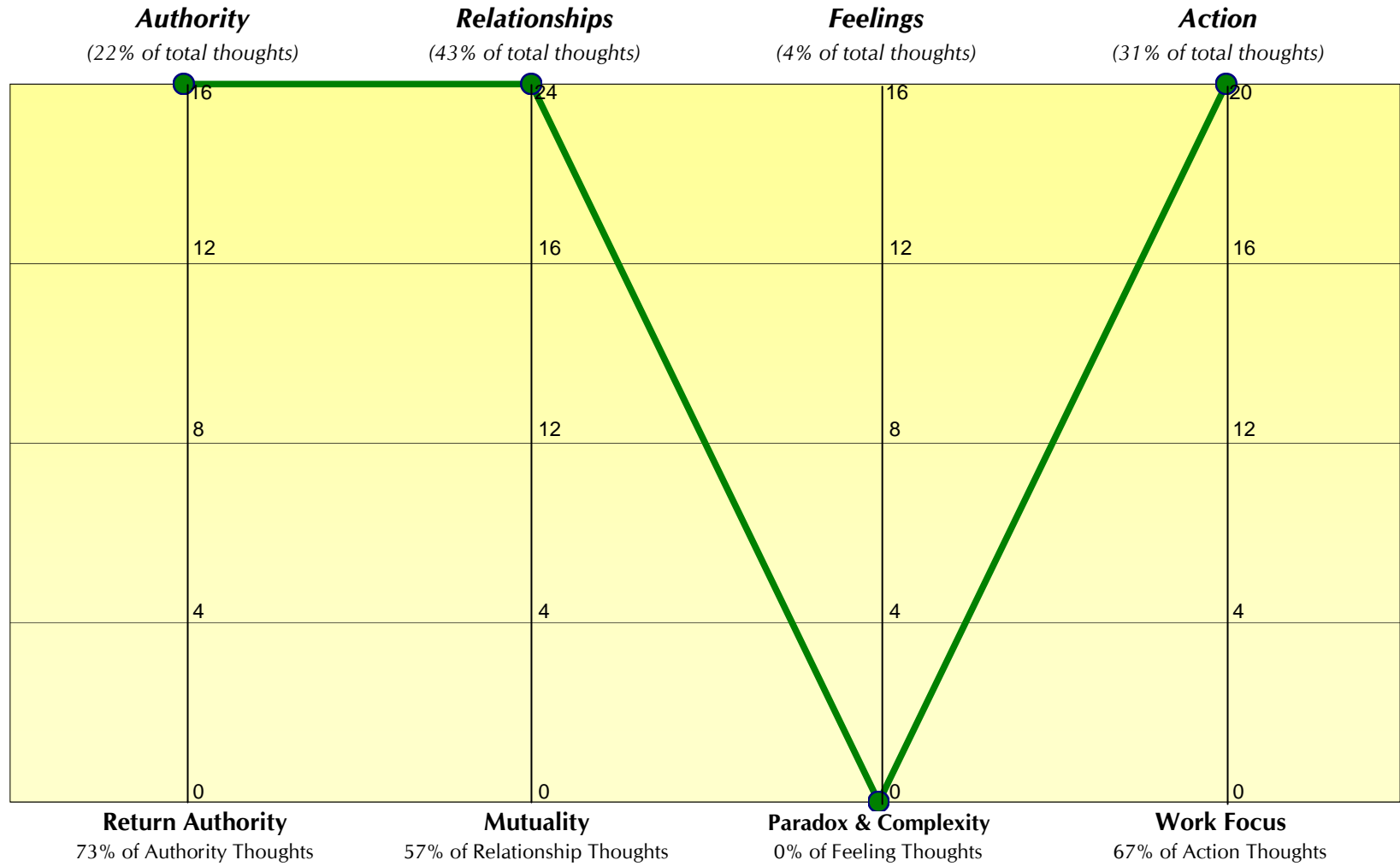
Stage III: Institutional Power

Adapted 1999 by David H. Burnham from Profile as created by David Burnham, Anne Litwin and A.J. Stewart, 1977.

MICHAEL SPOCK INTERACTIVE POWER PROFILE

by Thought Pattern Categories

Children's Museum



Return Authority
73% of Authority Thoughts

Mutuality
57% of Relationship Thoughts

Paradox & Complexity
0% of Feeling Thoughts

Work Focus
67% of Action Thoughts

Plan:	1
Pride:	4

POWER STAGES SCORING SHEET

Michael Spock

Children's Museum

Scored By: **DHB**

EOI Completed: **17-Apr-07**

Story #	Authority				Relationship				Feelings				Action				Total		SCALED SCORE															
	I. Is Benevolent	II. Is Critical	III. Is Opposed	IV. Returns Authority	I. Immediate Gratification	II. Lack of Gratification	III. Flight	IV. Mutuality	I. Loss	II. Incompetence	III. Hostility	IV. Paradox and Complexity	I. Passivity	II. Clear disorder	III. Failure of Action	IV. Work Focus	RAW SCORE																	
1								1						1			I.	0	pride															
																	II.	1																
																	III.	0																
								1								1	IV.	2																
2						1				1				1			I.	0	pride															
							1										II.	3																
								1									III.	1																
																1	IV.	2																
3	1				1					1							I.	2																
			1				1										II.	1																
				1				1									III.	2																
																	IV.	2																
4		1											1	1			I.	1	plan, pride															
							1										II.	2																
								1									III.	1																
				1												1	IV.	3																
5					1					1				1			I.	1	problem															
						1											II.	2																
																	III.	0																
				1				1								1	IV.	3																
6													1				I.	1	problem, pride, psych															
																	II.	0																
							1										III.	1																
				1				1								1	IV.	3																
T	1	1	1	2	1	3	4	16	2	2	2	4	4	12	6	24	0	0	2	4	0	0	0	0	2	2	4	8	0	0	5	20		
	R	S	R	S	R	S	R	S	R	S	R	S	R	S	R	S	R	S	R	S	R	S	R	S	R	S	R	S	R	S				
	Total Scaled				22				Total Scaled				42				Total Scaled				4				Total Scaled				30					
	% of Total				22				% of Total				43				% of Total				4				% of Total				31					
	Dom. Stage				IV				Dom. Stage				IV				Dom. Stage				II				Dom. Stage				IV					
	Inhibition:				Institutional Power																													
	Modal Score:				2.88																													
	Plan:				1																													
	Pride:				4																													
																									I.	5	x1	5						
																									II.	9	x2	18						
																									III.	5	x3	15						
																									IV.	15	x4	60						
																									R Totals	S								
																									34	98								

Word Average: 127

mspock@chapinhall.org (773-753-2735)

Story One:

They are members of a working group from their organization that is involved in a team-building exercise on an obstacle course. The task is to get all members of the group through the course successfully by collaborating with each other. Everyone is engaged. They are having a good time and are getting a sense of accomplishment from the exercise. It seems likely that they will come away from the day with insights and improved relationships that will be useful when they get back to work after this one-day retreat.

Story Two:

The architect is working at his drawing board on plans for a new office building. He is a creative engaged designer, but today he is distracted by thoughts of a lingering disagreement he had with his wife. The photo of his family brings the argument back into relief. There is never enough to pay for all the important things the family thinks it needs. Will they send the kids to camp or spend the money on finishing the attic? Priorities will have to be made. But the architect and his wife have different ways of approaching financial priorities. Can a compromise be found? He isn't looking forward to returning to the tense discussion that evening.

Story Three:

The family is at the kitchen table. The parents have moved in on an disagreement between the teenage kids. The daughter feels that her brother does not respect the "sanctity" of her bedroom. He barges in without knocking and "borrows" things from her without asking. He doesn't see that it really matters. The father is siding with his daughter. The family rule is that if someone cares enough to say that something matters, that it DOES matter. The mother confirms to her son that this is the rule, and even if he thinks his sister is making too much about it, that his sister's wishes have to be acknowledged. The brother admits it true, but only grudgingly. The sister is not sure that her brother will actually change his ways.

Story Four:

Two colleagues from the same office are stopping to talk before going into a meeting with a client. Although they think the payoff could be make a big difference they are not sure of the reception they will receive to their idea. The man who will lead the presentation is also not sure that his colleague is fully committed to the idea and might inadvertently undermine the presentation. So the leader will have to be alert to shift in both sides of the dialog. They are a little early and the leader is reviewing the key point of the idea and the role the leader and his colleague will each make in the presentation. But the meeting went well, the client liked the idea, the colleague played his part flawlessly, and the leader could relax and make his case effectively.

Story Five:

The man on the phone has asked the help of someone in the office about a problem brought by a customer asking about what happened to an important order? The colleague thinks he has the answer and has brought a letter to the conversation. The order was received on the 23rd, and promised to be shipped on the 27th. But written in the margin was a note that the part was out of stock but that the warehouse thought that a similar part might work just as well. Did the customer want the substitute part shipped instead? The man with the letter thought that the substitute had not been confirmed and the order had not been completed. The man on the phone was embarrassed that problem had not been raised with the customer and offered to ship the substitute overnight without extra cost. The customer said OK,

grudgingly, while the man on the phone promised to find how it happened and make sure it didn't happen again!

Story Six:

The man sitting in the plane is pleased: he is coming home after a successful trip where he learned about a solutions to a problem that he wasn't sure could be solved. In fact he could afford the solution and the people that offered it were happy to help! With this tough problem on the way to a solution, he indulged himself in daydreaming about the future. In fact he allowed himself the luxury of thinking about someone to take over more of the day to day management so he could concentrate instead on thinking creatively about new directions for his life and the organization. Why not think about taking some time off or even planning for retirement?