

Your Reiss Motivation Profile® report will be emailed to you within one business day of successfully processing your payment.

No Refunds. All Transactions Are Final.

Norms: The normative database today includes more than 40,000 people from North America, Europe, and Asia.

Validation: Steven Reiss, Ph.D., conducted scientific surveys and then used factor analytic methods to delineate 16 human needs. He and independent researchers, notably Ken Olson, Ph.D., then validated each of the 16 needs against personality measures (e.g., Big 5 scales, motivation scales, Anxiety Sensitivity Index, romance scales) as an indicator of behavior (e.g., interest in college major, club memberships, television viewing habits, participation in sports, participation in humanitarian causes, etc.). Reiss reported this work in 17 scientific journal articles -- three published in prestigious APA journals -- and three books. Since then, others have published books on the RMP. The instrument is gaining wide use. Practitioners usually can "see" the validity of the tool (meaning that the validity is apparent and not limited to statistics).

Terms and Conditions of Service. Clients agree to the following by purchasing the services of Ad Growth Advisers Inc.:

- 1 As a client of Ad Growth Advisers Inc., I understand and agree that I am fully responsible for my physical, mental and emotional well-being during my advisory/coaching calls or electronic communications, including my choices and decisions. I am aware that I can choose to discontinue these services at any time and choose to ignore any advice or opinions offered by Ad Growth Advisers Inc. and its employees.
- 2 I understand that "advising" and "coaching" are Professional-Client relationships I have with my adviser/coach that are designed to facilitate the creation/development of personal, professional or business goals and to develop and carry out a strategy/plan for achieving those goals.
- 3 I understand that advising and coaching are comprehensive processes that may involve all areas of my life, including work, finances, health, relationships, education and recreation. I acknowledge that deciding how to handle these issues, incorporate advising/coaching into those areas, and **implement my choices is exclusively my responsibility.**

- 4 I understand that advising or coaching does not involve the diagnosis or treatment of mental disorders as defined by the American Psychiatric Association. I understand that advising or coaching is not a substitute for counseling, psychotherapy, psychoanalysis, mental health care or substance abuse treatment and I will not use it in place of any form of diagnosis, treatment or therapy.
- 5 I promise that if I am currently in therapy or otherwise under the care of a mental health professional, that I have consulted with the mental health care provider regarding the advisability of working with a business adviser or coach and that this person is aware of my decision to proceed with the coaching relationship.
- 6 I understand that information will be held as confidential unless I state otherwise, in writing, except as required by law.
- 7 I understand that certain topics may be anonymously and hypothetically shared with other coaching professionals for training OR consultation purposes.
- 8 I understand that business advising or coaching provided by representatives of Ad Growth Advisers Inc. is not to be used as a substitute for professional advice by legal, medical, financial, spiritual or other qualified professionals. I will seek independent professional guidance for legal, medical, financial, spiritual or other matters. I understand that all decisions in these areas are exclusively mine and I acknowledge that my decisions and my actions regarding them are my sole responsibility.

Disclaimer of Warranty and Limitation of Liability

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