

NEED INTENSITY TEST [NIT]

I. Introduction to the Need Intensity Test (NIT)

The **Need Intensity Test (NIT)** is a formative tool that helps uncover the **inner motivational forces (needs)** that influence a person's behaviour, relationships, and vocational choices. It is rooted in the understanding that human action is not governed only by conscious decisions, but also by **deep-seated tendencies that often operate partially or fully outside awareness**.

At the foundation of this approach lies a dynamic view of the human person. **Needs are innate tendencies to action**, providing the psychic energy that drives motivation. They arise from two fundamental sources:

- a **deficit within the person** seeking satisfaction (e.g., need for affection, security), and
- **natural potentialities** seeking fulfilment and actualization (e.g., growth, creativity, mission).

Thus, needs are not accidental but belong to the very structure of human life. While their expression varies across cultures, **needs themselves are universal and transcultural**.

The NIT, through a structured self-assessment process, allows the person to identify which needs are more dominant, how they are expressed, and how they influence vocational living.

II. Understanding Needs in the Context of Formation

1. The Nature of Needs

Needs are not always fully accessible to consciousness. In fact:

- They may be **conscious**, but more often are **partially or largely unconscious**.
- They can be **repressed**, especially when perceived as unacceptable or threatening to one's self-image or self-esteem.
- They operate as **motivational forces**, shaping behaviour even without explicit awareness.

This is why a person may sincerely desire to live Gospel values, yet experience **inner resistance, inconsistency, or conflict**.

Importantly, **needs in themselves are pre-moral**. They are neither good nor bad at their origin. However, within the Christian vocation, they must be **discerned, purified, and integrated** in relation to Gospel values.

2. Needs and the Gospel: A Discernment Framework

Within formation, it is essential to distinguish how different needs relate to the Gospel:

a. Needs Contrary to the Gospel (Dissonant Needs)

Certain needs tend to orient the person toward **self-centred gratification** in ways that conflict with evangelical values. These include:

- Abasement (negative self-image)
- Aggression
- Avoidance of failure/censure
- Exhibition (need to be seen)
- Harm avoidance (fear of suffering)
- Sexual gratification (unintegrated)
- Succorance (affective dependency)

If left unchecked, these needs can:

- distort relationships
- weaken freedom
- hinder vocational perseverance
- block spiritual growth and human maturity

b. Neutral (Ambivalent) Needs

Other needs are **neutral in themselves**, meaning they can either support or distort vocation depending on how they are used. These include:

- Achievement
- Affiliation
- Autonomy
- Counteraction
- Knowledge
- Nurturance
- Organization

These needs become constructive when **integrated and oriented toward mission**, but can become defensive when used for self-glorification or compensation.

3. The Importance of Self-Knowledge

Understanding one's dominant needs is indispensable for authentic discernment. Without such awareness, a person's choices can easily be shaped by unconscious motivations rather than true freedom, and what appears outwardly as generosity may in fact conceal subtle forms of self-seeking. In this way, vocation risks being lived at a superficial level, lacking depth, integration, and authenticity. For this reason, identifying and understanding one's needs is not optional in the formative journey; it is a necessary step toward genuine interior freedom and a more truthful response to God's call.

III. Dynamics That Shape the Intensity of Needs

The prominence of certain needs within a person is not random. It is shaped by a complex interplay of factors:

1. Early Life Experiences

Needs are often influenced by **childhood experiences of deprivation or over-indulgence**.

- Lack of affection may intensify dependency (succorance)
- Over-control may increase rebellion (autonomy)
- Unintegrated aggression may become destructive

Thus, present patterns often have **developmental roots**.

2. Relationship to Self-Esteem

Needs are closely linked to the person's **self-image and sense of worth**.

- A fragile self-esteem may lead to exhibition or need for recognition
- A compensatory self-image may fuel domination or achievement

In this sense, many behaviours are attempts to **protect or enhance self-esteem**.

3. Degree of Unconsciousness

The more a need is **repressed or unconscious**, the more powerful its influence. For example:

- unresolved fear may manifest as avoidance
- hidden anger may appear as passive aggression

Because these dynamics are not consciously recognized, they tend to **shape perception and behaviour automatically**.

4. Socialization and Culture

Cultural and social contexts influence how needs are expressed:

- some needs are encouraged (achievement, success)
- others are suppressed (anger, sexuality)

Thus, formation must consider both **personal history and cultural conditioning**.

IV. Accompaniment Guidelines for Formators

The Need Intensity Test (NIT) is most valuable when used as part of an ongoing process of accompaniment rather than as a stand-alone assessment. The formator's role is not simply to explain the results but to help the Formandus grow in self-knowledge, freedom, and vocational integration.

1. Foster Self-Awareness: Help the Formandus recognize the deeper needs and motivations that influence behaviour, relationships, and decisions. Through attentive listening and reflective dialogue, encourage him to move beyond observable behaviour to the underlying motivations that shape his responses.

2. Understand Needs in Their Life Context: Interpret dominant needs within the person's developmental history rather than viewing them as faults. Every significant need has a story and often reflects past experiences, unmet emotional needs, or learned ways of coping. Understanding these roots opens the way to healing and growth.

3. Integrate Needs with Gospel Values: The aim is not to suppress human needs but to purify and redirect them toward love, service, and mission. Help the Formandus discover how natural energies can be transformed into authentic expressions of charity, responsibility, and apostolic commitment.

4. Accompany Growth with Patience: Needs that conflict with Gospel values often operate at deep emotional levels and require gradual transformation. Create a climate of trust where the Formandus can honestly face these patterns through prayer, reflection, accompaniment, and concrete formative practices.

5. Strengthen Healthy Motivations: Encourage constructive needs such as achievement, affiliation, knowledge, organization, and perseverance to be placed at the service of community life and mission rather than personal recognition or self-interest.

6. Promote Interior Freedom: The ultimate goal of accompaniment is to help the Formandus act increasingly from conviction, values, and discernment rather than from unconscious needs or defensive reactions. Such freedom enables generous and responsible vocational living.

V. Practical Guidance for Formandi

The Need Intensity Test is an invitation to deeper self-understanding and vocational growth. Its purpose is not to judge you but to help you recognize the inner motivations that influence your relationships, choices, and response to God's call.

1. Accept Your Needs Honestly

Needs are a natural part of being human. Do not deny or fear them. Recognize them calmly and honestly, remembering that growth begins with truth rather than self-condemnation.

2. Seek Self-Awareness

Reflect prayerfully on questions such as:

- What motivates my decisions?
- Which needs influence my reactions?
- Where do I feel most vulnerable or insecure?
- What patterns keep repeating in my life?

Honest awareness is the first step toward lasting freedom.

3. Recognize Repeated Patterns

Pay attention to recurring behaviours such as dependency, fear of failure, excessive need for approval, perfectionism, or avoidance of responsibility. These patterns often reveal deeper needs that deserve reflection and integration.

4. Bring Your Needs into Discernment

Present your inner movements before God and ask whether they lead you toward greater love, freedom, and mission or keep you centred on yourself. Discernment gradually aligns your motivations with the Gospel.

5. Practice New Ways of Living

Growth requires concrete action. Regular prayer, the daily examen, honest dialogue with your formator or spiritual guide, and deliberate efforts to respond differently in everyday situations gradually transform reactive habits into mature and intentional choices.

6. Grow in Self-Transcendence

The goal is not to eliminate your needs but to integrate them so that they no longer control your life. As love of God and service of others become your deepest motivation, you experience greater freedom, joy, and authenticity in living your vocation.

VI. The Need Intensity Test [NIT]

Read each statement and indicate in the space given according to a scale of 1 to 5 in the following direction:

If the statement is ALWAYS true for you indicate it with 5

If the statement is MOST OFTEN true indicate it with 4

If the statement is GENERALLY true indicate it with 3

If the statement is SOMETIMES true indicate it with 2

If the statement is NEVER true indicate it with 1

No	Statements	Score
1.	I feel sympathy for people who are suffering.	
2.	I like to decide by myself what I should do.	
3.	I am shy and timid.	
4.	I easily lose my patience.	
5.	I have a competitive spirit.	
6.	I conceal my mistakes and failures from others.	
7.	I feel happy to have a lot of personal things and belongings.	
8.	I have done everything perfectly so far in my life.	
9.	I like to be focus of a group.	
10.	I rearrange my room and things often.	
11.	I easily get attached to people and place.	
12.	I like to make fun and laugh.	
13.	I am confident of managing people under my responsibilities.	
14.	I consider that the vow that challenges me most is Chastity.	
15.	I like to have social relationships.	
16.	I continue to attempt, despite the failures, until I get successful.	
17.	I have strong desire to acquire knowledge.	
18.	I am often worried about my health.	
19.	I keep my table and room orderly.	
20.	I get excited about going for a picnic.	
21.	I feel inferior to others in most respects.	
22.	I desire people recognizing my abilities.	
23.	I think of the ways to reduce the suffering in the world.	
24.	I ignore certain people in the community.	
25.	I depend on others to tell me what to do.	
26.	I have a tendency to justify my mistakes.	
27.	I like to stay up late working in order to get a job done.	
28.	I desire to have freedom to come and go as I like.	
29.	I am interested in the latest fashions.	
30.	I work twice as hard at a problem when it looks difficult.	
31.	I expect my friends to show a great deal of affection toward me.	
32.	I like to watch/participate in games.	
33.	I am sure that nobody can find any fault in me.	
34.	I find difficulty to overcome sexual acting out like masturbation.	
35.	I supervise others and direct their actions.	
36.	I am very lavish in purchases.	
37.	I cannot think of working in places of violence and insecurity.	
38.	I have a lot of friends with whom I keep up contact.	
39.	I consider my negative experiences as deserving for my sins and mistakes.	
40.	I keep working out solutions to complicated problems.	
41.	I cannot forgive those who offend me.	
42.	I like new situations and places.	
43.	I am affected by what others think of me.	
44.	I like to have a definite timetable for my daily life.	
45.	I have an aptitude for nursing/healing/counselling ministry.	
46.	I like people to notice and to comment upon my appearance.	
47.	I am excited to get a letter from my friend.	
48.	I feel upset when others seem to ignore me.	
49.	I try my best to excel in everything I do.	
50.	I like to see my name come printed for some achievement.	

51.	I maintain an exclusive friendship with a person.	
52.	I am not serious according to others.	
53.	I am keen about obeying the rules that superior may not be displeased.	
54.	I don't go by customs and practices.	
55.	I feel afraid to think of death.	
56.	I have never spoken a lie.	
57.	I am comfortable as a leader.	
58.	I consider myself a failure.	
59.	I enjoy celebrating any success.	
60.	I desire deep within to see those who oppose me suffer for it.	
61.	I like to work with others than doing things alone.	
62.	I have a tendency to avoid taking up responsibilities.	
63.	I read News-papers everyday.	
64.	I like to talk about myself, my relatives and friends.	
65.	I feel a life of simplicity and poverty is too difficult for me.	
66.	I listen to and take care of the elderly.	
67.	I like to be spoken gently and caringly.	
68.	I have a special place for everything and see to it that they are in place.	
69.	I avoid any kind of routine and regularity.	
70.	I like to read about the sexual exploits of others.	
71.	I try to strengthen my mind, body and will power.	
72.	I like to find out what great people have thought about various problems.	
73.	I will rather accept tablets than an injection.	
74.	I like to meet new people.	
75.	I like having friends superior to me in ability whom I can imitate.	
76.	I think that I have nothing good in me.	
77.	I like parties and entertainments.	
78.	I like to argue for my point of view when it is challenged by others.	
79.	I tell other people how to do their jobs.	
80.	I do not go according to the expectations of others.	
81.	I blame others first when things go wrong.	
82.	I like to accomplish tasks that others recognize as requiring skill and effort.	
83.	I like acting/ playing/ dancing before a large group.	
84.	I am willing to let go of my comforts for friendships' sake.	
85.	I need somebody to console me at my failures.	
86.	I prefer challenging and difficult tasks to easy ones.	
87.	I have a capacity to comfort someone who is feeling sad.	
88.	I am interested much in romantic novels and films.	
89.	I can not say 'No' to others.	
90.	I like to experiment and search for new information and knowledge.	
91.	I take extra-caution against all illness.	
92.	I plan how to make use of my time fruitfully.	
93.	I dislike working with 'messy' people.	
94.	I find it difficult to see my positive sides.	
95.	I feel a sense of esteem when I have a lot of money.	
96.	I have a tendency to criticize people in authority.	
97.	I like to try new and different works than to do the same old things.	
98.	I endure and stick at things to the end.	
99.	I find it difficult make decisions and I am indecisive.	
100.	I am excited about the achievements of my congregation.	
101.	I feel offended when I am not given an important office/role.	
102.	I am not overly perplexed to face a new situation or people.	
103.	I like to be with someone who is sympathetic and understanding.	
104.	I never hurt anybody in my life.	
105.	I like to form new friendships.	

106.	I dislike situations where I feel controlled.	
107.	I like to hold soft things to warm my skin.	
108.	I am drawn to sharing my goods with others.	
109.	I am interested in playing cards.	
110.	I read many informative books.	
111.	I get anxious when driving fast.	
112.	I set goals and work towards it.	
113.	I easily admit defeats and criticisms.	
114.	I like to be on the stage for a public function.	
115.	I like movies with violence.	
116.	I keep an accurate record of the accounts.	
117.	I am upset for long when I meet with any failures.	
118.	I explore the hidden possibilities in difficulties and challenges.	
119.	I am very alive with fun-loving and noisy people.	
120.	I like to conform to custom and avoid unconventional things.	
121.	I get lost in art, music and nature.	
122.	I find ways and means of getting money and things from others.	
123.	I am good at organizing people for something.	
124.	Routine makes me feel bored.	
125.	I like to be regarded as physically attractive by those of opposite sex.	
126.	I wear only neat and tidy dress.	
127.	I am an approachable person.	
128.	I want to be elected to recognized positions.	
129.	I make too much out of the little pain that I have.	
130.	I like to read about the lives of great people.	
131.	I easily feel with others in their problems.	
132.	I don't like to be directed by others.	
133.	I have the habit of comparing myself with others.	
134.	I get angry easily.	
135.	I like to do my best in whatever I undertake.	
136.	I find difficult to accept that I did a mistake.	
137.	I am happy when I have a lot of things.	
138.	I love everybody equally.	
139.	I like to be noticed at parties and celebrations.	
140.	I like changing my places, works and associations.	
141.	I feel lonely when I am away from my friends.	
142.	I feel what society think of me is very important for my self-esteem.	
143.	I enjoy parties where I can mix with many others.	
144.	I get into day-dreaming.	
145.	I feel that sexuality is not well-integrated with spirituality in my life.	
146.	I keep updating my knowledge with the latest information at least in one field.	
147.	I manage to lead a group according to my plan.	
148.	I am very careful to protect my health.	
149.	I feel thrilled to travel around to new places.	
150.	I tried to keep the surroundings clean and in order.	
151.	I feel to punish myself for my mistakes.	
152.	I face the failures with boldness.	
153.	I keep grudge about some people with whom I live.	
154.	I like to accept the leadership of the people I admire.	
155.	I feel concerned about the sick and pray for them.	
156.	I can't accept the corrections from others.	
157.	I can go on working until I am thoroughly exhausted.	
158.	I like to do work independently.	
159.	I like colourful and attractive dress.	
160.	I would like to be part of a committee/association.	

161.	I look for love and concern from others.	
162.	I like to be able to say that I have done a difficult job well.	
163.	I am liked for my jokes and fun loving nature.	
164.	I find difficulty to control the sexual fantasies.	
165.	I buy and accumulate things which I don't really need.	
166.	I am afraid to work for AIDS patients.	
167.	I am loyal to my friends and ready to let go my comforts for their sake.	
168.	I never break any rules.	
169.	I think about myself, "I never do anything right."	
170.	I like to experience novelty in my daily routine.	
171.	I find difficulty to reconcile with those who offend me.	
172.	I keep seeking answers to my questions.	
173.	I am very sensitive to comments and criticisms about me.	
174.	I get enthusiastic when somebody phones me up.	
175.	I have the ability to persuade others to do something.	
176.	I keep up the appointments to precision.	
177.	I like to work for the physically or mentally challenged.	
178.	I change my styles to appear smart.	
179.	I set to find out my talents and make best use of them.	
180.	I am much disturbed when others seem to dislike me.	
181.	I prefer to obey what the superior says than express my disagreement.	
182.	I like to solve puzzles and problems that other people have difficulty with.	
183.	I recognize that my friendships have sexual overtones.	
184.	I like to do things that other people regard as unconventional.	
185.	I imagine that I am dying when I get sick.	
186.	I am in total control of my life.	
187.	I think of others' appreciations of me as too good to be true!	
188.	I act playfully with others.	
189.	I take revenge on those who hurt me.	
190.	I would like to be a recognized authority in the field of my work.	
191.	I don't take initiative when I am not sure about the success.	
192.	I gladly join with group works.	
193.	I desire that my congregation acquires a lot of wealth and property.	
194.	I talk about my achievements.	
195.	I like doing things in different way every time I do them.	
196.	My favourite hobby is reading.	
197.	I notice that others recognize my leadership capacities.	
198.	I am ready to spend my life for the sake of poor people.	
199.	I cannot bear being scolded or corrected by those I love.	
200.	I explore what more I can do to come up in life.	
201.	I am easily drawn to pornographic pictures and films.	
202.	I like to keep my letters, bills, and other papers neatly arranged and filed.	
203.	I try to escape from pain and suffering.	
204.	I get greatly excited when my country wins in a (e.g. cricket/football...) match.	
205.	I easily let go opportunities for lack of confidence in myself.	
206.	I have a tendency to make fun of people.	
207.	I easily enter into arguments with others.	
208.	I like to stick at a job or problem even when it is challenging.	
209.	I blame others for the problems in the community.	
210.	I stand by what I say even when others disagree with me.	
211.	I like to get suggestions from others when I plan something.	
212.	I like to tell stories and jokes to get the attention of others.	
213.	I have never experienced any failure in my life.	
214.	I am easily hurt and resort to crying.	
215.	I have many people who come to my help when I am in need.	

216.	I have more energy to work when I know that others are approving of me.	
217.	I like to listen to or to tell jokes with sexual implications.	
218.	I notice that others feel comfortable to share their problems with me.	
219.	I have a taste for teaching and engaging in mental activity.	
220.	I give ideas and opinions to others to follow.	
221.	I follow a strict diet worrying about possible sickness.	
222.	I can put in long hours of work without being distracted.	
223.	I feel constantly that I have many things to change about me.	
224.	I feel irritated when things are not well organized.	
225.	I complain about others.	
226.	I keep many more pairs of shoes/ clothing/ things than I need.	
227.	I postpone things for tomorrow.	
228.	I like to move about and to live in different places.	
229.	I am encouraged to do my works when others take notice of it.	
230.	I am excited about the visit of my family members.	
231.	I have a tendency to please others.	
232.	I make an effort for something even when it is difficult.	
233.	I can raise a question or clarify my point of view in a group.	
234.	I like to be touched and caressed by others.	
235.	I follow instructions and do what is expected of me.	
236.	I rarely communicate to others about my plans and whereabouts.	
237.	I like to share my experiences with my friends.	
238.	I am very anxious while crossing a busy street.	
239.	I treat other people with kindness and compassion.	
240.	I like to play and enjoy.	
241.	I feel depressed for my inability to handle my responsibilities/situations.	
242.	I like to discuss with knowledgeable people.	
243.	I walk around with long face and cut off communication.	
244.	I want to achieve something outstanding.	
245.	I am upset if I cannot attain perfection in what I do.	
246.	I like to see that any work that I do is neat and well organized.	
247.	I use pompous and embellished language.	
248.	I strive to get honour in some fields.	
249.	I want others to care me when I am sick.	
250.	I like to do new and different things.	
251.	I don't question the authority even when he/she seems to be wrong.	
252.	I can mediate to settle arguments and disputes among others.	
253.	I prefer to engage in social activities with persons of the opposite sex.	
254.	I feel jealous when I see others having more things.	
255.	I like to plan and organize the details of the work that I have to undertake.	
256.	I get agitated when interesting things have to be cancelled.	
257.	I hesitate to donate blood thinking that it will affect my health.	
258.	I take pride in belonging to a group.	
259.	I read many books though it is not required for my studies.	
260.	I try to come out of my weaknesses through constant efforts.	

NEED INTENSITY TEST [NIT]

Scoring Sheet (Men)

01	3		21		39		58		76		94		113		
	133		151		169		187		205		223		241		Total = (32+ -7)
02	4		24		41		60		78		96		115		
	134		153		171		189		207		225		243		Total = (32+ -8)
03	6		26		43		62		81		99		117		
	136		156		173		191		209		227		245		Total = (36+ -9)

04	9		29		46		64		83		101		119		
	139		159		178		194		212		229		247		Total = (36+ -9)
05	11		31		48		67		85		103		121		
	141		161		180		199		214		231		249		Total = (42+ -9)
06	14		34		51		70		88		107		125		
	145		164		183		201		217		234		253		Total = (36+ -9)
07	18		37		55		73		91		111		129		
	148		166		185		203		221		238		257		Total = (33+ -9)
08	5		27		49		71		92		112		135		
	157		179		200		222		244						Total = (42+ -7)
09	15		38		61		84		105		127		143		
	167		192		215		237		258						Total = (42+ -7)
10	17		40		63		90		110		130		146		
	172		196		219		242		259						Total = (40+ -7)
11	13		35		57		79		102		123		147		
	175		197		220		233		252						Total = (35+ -6)
12	1		23		45		66		87		108		131		
	155		177		198		218		239						Total = (44+ -8)
13	19		44		68		93		115		126		150		
	176		202		224		246		255						Total = (40+ -6)
14	16		30		72		86		98		118		152		
	162		182		208		232		260						Total = (40+ -7)
15	7		36		65		95		122		137		165		
	193		226		254										Total = (22+ -7)
16	2		28		54		80		106		132		158		
	184		210		236										Total = (28+ -5)
17	10		42		69		97		124		140		170		
	195		228		250										Total = (30+ -5)
18	20		47		59		74		100		149		174		
	204		230		256										Total = (36+ -7)
19	12		32		52		77		109		144		163		
	188		206		240										Total = (31+ -6)
20	22		50		82		114		128		142		160		
	190		216		248										Total = (28+ -7)
21	25		53		75		89		120		154		181		
	211		235		252										Total = (29+ -4)
22	8		33		56		104		138		168		186		
	213														Total = (18+ -6)

1. Abasement (Average is 32 + or – 7. It means that if your score is less than 25 your have abasement need is low and if it is more than 39 you are high in abasement need.); 2. Aggression; 3. Avoid Failure; 4. Exhibition; 5. Succorance; 6. Sexual Gratification; 7. Harm Avoidance; 8. Achievement; 9. Affiliation; 10. Knowledge; 11. Domination; 12. Nurturance; 13. Order/ Organization; 14. Counteraction; 15. Acquirement; 16. Autonomy; 17. Change/Novelty; 18. Excite/ Excitement; 19. Play/ Playfulness; 20. Social Approval/Recognition; 21. Submission; 22. Lie Indicators (Higher the score, higher the possibility of invalidity of the test).

Scoring Sheet (Women)

01	3		21		39		58		76		94		113		
	133		151		169		187		205		223		241		Total = (33+ -6)
02	4		24		41		60		78		96		115		
	134		153		171		189		207		225		243		Total = (30+ -6)
03	6		26		43		62		81		99		117		
	136		156		173		191		209		227		245		Total = (34+ -6)
04	9		29		46		64		83		101		119		
	139		159		178		194		212		229		247		Total = (30+ -6)

05	11		31		48		67		85		103		121		
	141		161		180		199		214		231		249		Total = (38+ -7)
06	14		34		51		70		88		107		125		
	145		164		183		201		217		234		253		Total = (26+ -7)
07	18		37		55		73		91		111		129		
	148		166		185		203		221		238		257		Total = (31+ -7)
08	5		27		49		71		92		112		135		
	157		179		200		222		244						Total = (36+ -6)
09	15		38		61		84		105		127		143		
	167		192		215		237		258						Total = (37+ -6)
10	17		40		63		90		110		130		146		
	172		196		219		242		259						Total = (36+ -7)
11	13		35		57		79		102		123		147		
	175		197		220		233		252						Total = (31+ -7)
12	1		23		45		66		87		108		131		
	155		177		198		218		239						Total = (42+ -6)
13	19		44		68		93		115		126		150		
	176		202		224		246		255						Total = (36+ -6)
14	16		30		72		86		98		118		152		
	162		182		208		232		260						Total = (35+ -6)
15	7		36		65		95		122		137		165		
	193		226		254										Total = (18+ -5)
16	2		28		54		80		106		132		158		
	184		210		236										Total = (26+ -5)
17	10		42		69		97		124		140		170		
	195		228		250										Total = (27+ -5)
18	20		47		59		74		100		149		174		
	204		230		256										Total = (31+ -6)
19	12		32		52		77		109		144		163		
	188		206		240										Total = (26+ -5)
20	22		50		82		114		128		142		160		
	190		216		248										Total = (22+ -6)
21	25		53		75		89		120		154		181		
	211		235		252										Total = (27+ -5)
22	8		33		56		104		138		168		186		
	213														Total = (18+ -4)

1. Abasement (Average is 32 + or – 7. It means that if your score is less than 25 your have abasement need is low and if it is more than 39 you are high in abasement need.); 2. Aggression; 3. Avoid Failure; 4. Exhibition; 5. Succorance; 6. Sexual Gratification; 7. Harm Avoidance; 8. Achievement; 9. Affiliation; 10. Knowledge; 11. Domination; 12. Nurturance; 13. Order/ Organization; 14. Counteraction; 15. Acquirement; 16. Autonomy; 17. Change/Novelty; 18. Excite/ Excitement; 19. Play/ Playfulness; 20. Social Approval/Recognition; 21. Submission; 22. Lie Indicators (Higher the score, higher the possibility of invalidity of the test).

VII. Concluding Synthesis

The Need Intensity Test (NIT) is most valuable when it is integrated into an ongoing process of discernment, accompaniment, and personal growth. By itself, the test offers useful insights into a person's motivational patterns; within formation, however, these insights become opportunities for deeper self-understanding and vocational integration.

The NIT helps uncover hidden motivations, recognize recurring behavioural patterns, and identify areas that require healing, purification, and growth. At the same time, it reveals the positive human energies that can be redirected toward love, community life, and mission. In this way, the test moves beyond psychological assessment and becomes a practical aid for authentic vocational formation.

Within the Forge process, the NIT is particularly valuable during the movement of purification. It invites the Formandus to face himself with honesty and openness, allowing God's grace to transform unconscious motivations into greater freedom and integration. As needs are gradually understood and ordered in the light of the Gospel, the person becomes less driven by reactive patterns and more capable of making mature, value-based choices.

Ultimately, the purpose of the NIT is not simply to identify needs but to foster a person who lives with greater self-awareness, interior freedom, and evangelical maturity. Such a person does not deny his humanity but allows it to be purified and integrated by grace, so that his gifts, desires, and energies become a generous offering in the service of God, community, and mission.

Further Reading

- Murray, H. A. (1938). *Explorations in Personality*. Oxford University Press.
- Rulla, L. M. (1986). *Anthropology of the Christian Vocation, Vol. I: Interpersonal Relations and Christian Maturity*. Gregorian University Press.
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- Benner, D. G. (2004). *The Gift of Being Yourself: The Sacred Call to Self-Discovery*. IVP Books.
- Deci, E. L., & Ryan, R. M. (2000). *Self-Determination Theory: Basic Psychological Needs in Motivation, Development, and Wellness*. Guilford Press.
- Green, T. H. (1977). *Weeds Among the Wheat: Discernment – Where Prayer and Action Meet*. Ave Maria Press.

Formative Note

The Need Intensity Test is intended to promote deeper self-awareness and vocational discernment rather than to label or judge a person. These books and online resources provide valuable insights into human motivation, emotional development, and spiritual growth. They are most fruitful when used alongside prayer, spiritual direction, formative accompaniment, and community life, helping Formandi grow in freedom, integration, and generous service of God's mission.