Motivation & Conflict

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Motivation

- **Motivation** is the psychological feature that arouses an organism to action toward a desired goal and elicits, controls, and sustains certain goal directed behaviors.
- **Motivation** may be rooted in a basic need to minimize physical pain and maximize pleasure, or it may include specific needs such as eating and resting, or for a desired object.

Approaches to Motivation

There are many approaches to motivation, of these:

- **The instinct approach**
- **The drive-reduction approach**
- **The arousal approach**
- **the incentive approach**
- **The cognitive approach**

Approaches to Motivation

The instinct approach

- Animals, including humans are born with a set of behaviors that steer us to act a certain way so that we could produce certain ends. These are called instincts.
- Some of these instincts are essential to our survival.
- This approach suggests that we are born to be motivated.

Approaches to Motivation

The drive-reduction approach

- This approach suggests that our body has a tendency to act in such a way that a steady internal state is maintained. This tendency is called homeostasis.
- For example, if you are hungry, you are motivated to look for food to reduce your hunger drive.

Approaches to Motivation

The drive-reduction approach

There are 2 types of drives:•

1) Primary drives – these are related to our biological needs, e.g. hunger, thirst, etc.

2) Secondary drives – these are related to our prior experience and learning, e.g. achievement.

Motivational theories

Incentive theory

- **Suggests that people are motivated to do things because of external rewards. For example, you might be motivated to go to work each day for the monetary reward of being paid.**
- ***If the person receives the reward immediately, the effect is greater.***
- **Repetitive action-reward combination can cause the action to become habit.**

Approaches to Motivation

The incentive approach

- **Simply put, we are motivated to get what we want. For example, students want good grades so they study hard.**

Approaches to Motivation

The arousal approach

- In some way, this approach is similar to the drive-reduction approach.
- The arousal approach to motivation suggests that if our excitement level is too high, we try to reduce it. If our excitement level is too low, we try to increase it by seeking stimulation.

Motivation

Motivation can be divided into two types:

- **Internal (intrinsic motivation)**
- **External (extrinsic motivation)**

Approaches to Motivation

The cognitive approach

- The cognitive approach to motivation suggests that we are motivated by our thoughts, expectations and goals.
- There are 2 types of motivations:

1) Intrinsic motivation

2) Extrinsic motivation

Motivation

Intrinsic motivation:

- **Refers to motivation that is driven by an interest or enjoyment in the task itself.**
- **Exists within the individual rather than relying on any external pressure.**
- **It is personally rewarding; performing an activity for its own sake rather than the desire for some external reward.**
- ***Examples:***
  - ✓ **Participating in a sport because you find the activity enjoyable.**
  - ✓ **Solving a word puzzle because you find the challenge fun and interesting.**
  - ✓ **Playing a game because you find it exciting.**

Motivation

Extrinsic motivation

- **Refers to the performance of an activity in order to attain an outcome (reward).**
- **Extrinsic motivation comes from outside of the individual.**
- ***Examples:***

✓ **Studying because you want to get a good grade.**

✓ **Participating in a sport in order to win awards.**

✓ **Competing in a contest in order to win a scholarship.**

Motivational theories

- **Need theories**

Motivation is the process of satisfying needs.

(Need hierarchy theory by Abraham H. Maslow)

- **The hierarchy of needs consists of five hierarchic classes.**
- **The needs, listed from basic (lowest-earliest) to most complex (highest-latest) are as follows:**
  - **Physiological (hunger, thirst, sleep, etc.)**
  - **Safety/Security/Shelter/Health**
  - **Belongingness/ Love/Friendship**
  - **Self-esteem/Recognition/Achievement**
  - **Self-actualizations**

Motivational theories

Unconscious motivation

- **Some psychologists believe that a significant portion of human behavior is energized and directed by unconscious motives.**

Conflict

- **A clash of interests, values, actions or directions**
- A **mental struggle arising from opposing demands or impulses.**
- **Psychologically**

Conflict

There are four main types of conflict:

1. Man Vs. Man

problem with another character

2. Man vs. Society

problem with the laws or beliefs of a group

3. Man vs. Nature

problem with force of nature

4. Man vs. Himself

problem with deciding what to do or think

Common Conflict situations

- **Approach-Approach**
- **Approach-Avoidance**
- **Avoidance- Avoidance**

Psychological Conflicts

Conflict, **in psychology,** ***the arousal of two or more strong motives that cannot be solved together.***

Conflicts **are often unconscious, in the sense that the person cannot clearly identify the source of his distress.**

- **Three types of conflict are experienced by individuals:**
  - ***Approach-avoidance conflict***
  - ***Approach-Approach conflict***
  - ***Avoidance-avoidance conflict***

Approach-avoidance conflict

- **An individual, for example, may want to go to play foot-ball to feel that he belongs to a group and does what his friends do. But he may be a clumsy player and sensitive to the real or imagined ridicule of his fellows. Therefore, he also has a motive to avoid the game to escape humiliation. He is in a dilemma; whether he goes or stays he will experience distress.**

Approach-approach conflict

- **A conflict between two desired gratifications as when a youth has to choose between two attractive and practicable careers, may lead to some vacillation but rarely to great distress.**

Avoidance-avoidance conflict

- **A man may dislike his job intensely but fear the threat of unemployment if he quits.**

Psychological consequences of conflicts

- **A conflict between a need and a fear may also be intense.**
- **A child may be dependent on his mother but fear her because she is rejecting and punitive.**
- **The conflicts that involve intense threat or fear are not solved readily but make the person feel helpless and anxious.**
- **Subsequent adjustments may then be directed more to the relief of anxiety than to the solution of real problems.**

Conscious versus Unconscious conflicts

- **Many strong impulses—such as fear and hostility—are so much disapproved by the culture that a child soon learns not to acknowledge them, even to himself.**

- **When such impulses are involved in a conflict, the person is anxious but does not know why.**

- **He is then less able to bring rational thinking to bear on the problem.**

Thank you