

# Motivation

## ***Motivate through Satisfying Needs***

- ▣ Maslow's hierarchy – Physiological, (Income) Safety, (Job Security) Love, (relationships) Esteem, (job status) Self-Actualization (self-fulfillment)
- ▣ McClelland – Need for Achievement, Power and Affiliation
- ▣ Herzberg – Hygiene and Motivation Factors

## ***Motivation through Equity***

- ▣ Adams – the strive for fairness, inputs from individual vs outcomes
- ▣ Individuals seek a sense of balance between the two and when out of balance seek to adjust one or the other

## ***Motivation through Goal Setting***

- ▣ Directs the attention
- ▣ Regulates effort
- ▣ Increases performance
- ▣ Fosters strategies and plans
- ▣ Specific realistic and measurable
- ▣ Does not need to be self set
- ▣ Need support and feedback

## ***Motivation by reinforcement***

- ▣ Antecedents, Behaviour, Consequences (the ABC of Behaviour)
- ▣ Need to consider what behaviours are being reinforced

## ***Motivation by Managing Cognitions***

- ▣ Situations cannot always be changed
- ▣ Thoughts can be changed
- ▣ Thoughts are linked to mood and that influences behaviour

## ***Motivation through Social Learning***

- ▣ Modelling, Observation, Vicarious learning

## ***To facilitate motivation***

- ▣ Understand Needs
- ▣ Recognize differences
- ▣ Be equitable
- ▣ Set Goals
- ▣ Reward and Celebrate
- ▣ Acknowledge thoughts and beliefs
- ▣ Model and Energize