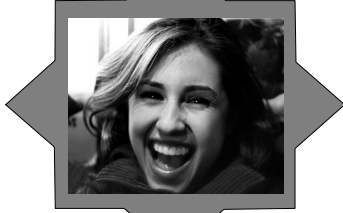


# MOTIVATION & EMOTION

## Growth motivation & positive psychology



**Dr James Neill**

Centre for Applied Psychology  
University of Canberra  
2011

Image source  
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It is important to follow your true nature or "inner guides".

**Reading:**  
**Reeve (2009)**  
**Ch 15**  
(pp. 417-446)

## Growth motivation & positive psychology

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### Outline –

#### Growth motivation & positive psychology

- Holism & positive psychology
  - Holism
  - Positive psychology
- Self-actualisation
  - Hierarchy of human needs
  - Encouraging growth
- Actualizing tendency
  - Emergence of the self
  - Conditions of worth
  - Congruence
  - Fully functioning individual
- Causality orientations
  - Growth-seeking vs validation-seeking
  - Relationships & the actualising tendency
    - Helping others
    - Relatedness to others
    - Freedom to learn
    - Self-definition & social definition
  - The problem of evil
  - Positive psych & growth
    - Optimism
    - Meaning
    - Eudaimonic well-being
    - Positive psychology therapy

Based on Reeve (2009, pp. 417-418)

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# Holism & positive psychology

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## Holism & positive psychology

Human motives best understood as integrated wholes, rather than as a sum of parts. Personal growth is the ultimate motivational force.

### Holism

- Stresses “top-down” master motives such as the self and its strivings toward fulfillment
- Focuses on discovering human potential and encouraging its development

### Positive Psychology

- Devotes attention to the proactive building of personal strengths and competencies
- Seeks to make people stronger and more productive, and to actualise the human potential in all of us

Based on Reeve (2009, pp. 419-421)

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# Self-actualisation

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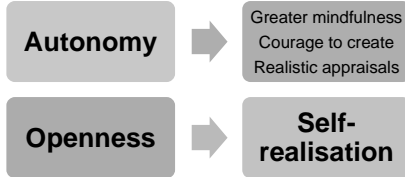
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## Self-actualisation

An ever fuller realisation of one's talents, capacities, and potentialities (Maslow, 1987)

Two fundamental directions



Based on Reeve (2009, p. 421)

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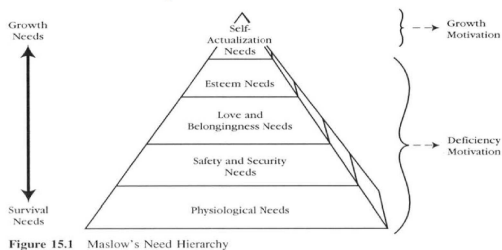
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## Hierarchy of human needs



Three themes about the nature of human needs (Maslow, 1943, 1987)

- The lower the need is in the hierarchy, the stronger and more urgently it is felt.
- The lower the need is in the hierarchy, the sooner it appears in development.
- Needs in the hierarchy are fulfilled sequentially from lowest to highest.

Based on Reeve (2009, pp. 421-424)

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## Self-actualisation

Only 1% of people self-actualise!  
(Maslow)

1%

Why?

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## Six behaviours that encourage self-actualisation

- Make growth choices
- Be honest
- Situationally position yourself for peak experiences
- Give up defensiveness
- Let the self emerge
- Be open to experience

Based on Reeve (2009, Table 15.1, pp. 424-425)

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## Actualising tendency

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## Actualising tendency

"The organism has one basic tendency and striving – to actualize, maintain, and enhance the experiencing self." (Rogers, 1951)

### Actualising tendency

- Innate, a continual presence that quietly guides the individual toward genetically determined potentials
- Motivates the individual to want to undertake new and challenging experiences

### Organismic valuation process

- Innate capability for judging whether a specific experience promotes or reverses growth
- Provides the interpretive information needed for deciding whether the new undertaking is growth-promoting or not

Based on Reeve (2009, pp. 425-430)

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# Process of actualisation

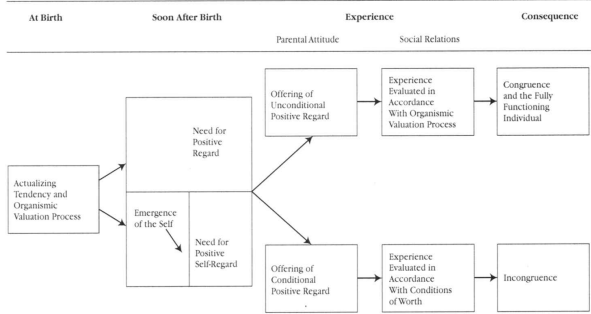


Figure 15.2 Roperian Model of the Process of Self-Actualization

Based on Reeve (2009, p. 429)

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At Birth                      Soon After Birth

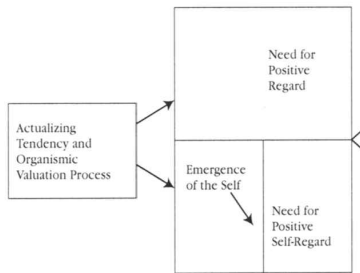


Figure 15.2 Roperian Model of the Process of Self-Actualization

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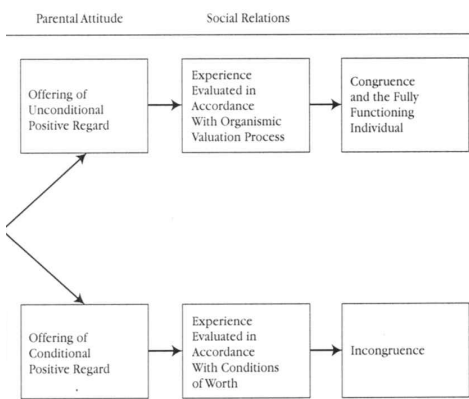
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Experience                      Consequence



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## Fully functioning individual

### Emergence

Onset of innate desire, impulse, or motive

### Acceptance

Desire, impulse, or motive is accepted "as is" into consciousness

### Expression

Unedited communication of desire, impulse, or motive

Figure 15.3 Fully Functioning as the Emergence, Acceptance, and Expression of a Motive

Based on Reeve (2009, p. 431)

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## Causality orientations

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## Causality orientations

### Autonomy causality orientation

- Relies on internal guides (e.g., needs, interests)
- Pays closer attention to one's own needs and feelings
- Relates to intrinsic motivation and identified regulation
- Correlates with positive functioning (e.g., self-actualisation, ego development, openness to experience etc.)

### Control causality orientation

- Relies on external guides (e.g., social cues)
- Pays closer attention to behavioural incentives & social expectations
- Relates to extrinsic regulation and introjected regulation

Based on Reeve (2009, pp. 431-434)

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# Growth-seeking vs validation-seeking

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## Growth-seeking vs. validation-seeking

Based on Reeve (2009, pp. 434-436)

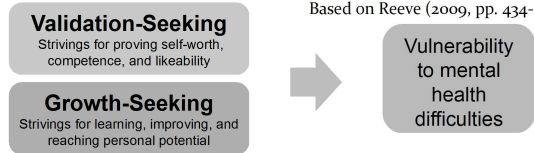


Table 15.2 Correlations with Indices of Psychological Well-Being for the Two Goal Orientations of Validation-Seeking and Growth-Seeking

Dependent Measure	Validation-Seeking Scale of the GOI	Growth-Seeking Scale of the GOI
Interaction anxiety	.46**	-.48**
Social anxiety	.42**	-.41**
Fear of failure	.50**	-.48**
Self-esteem	.59**	-.56**
Task persistence	-.40**	.55**
Depression	.38**	-.36**
Self-actualization:		
Time competence scale	-.51**	.20*
Inner directedness scale	-.56**	.31**

\*p<.05; \*\*p<.01. N ranged from 101 to 251 for each correlation reported above.

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# Relationships & the actualising tendency

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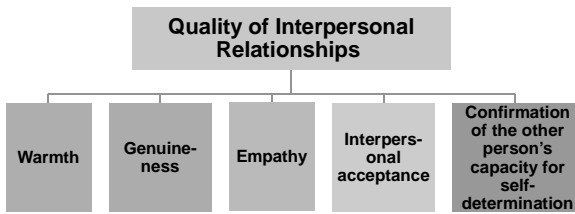
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## How relationships support the actualising tendency



Based on Reeve (2009, pp. 436-439)

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## The problem of evil

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## The problem of evil

### Two forms of discussion

- How much of human nature is inherently evil?
- Why do some people enjoy inflicting suffering on others?

### Humanistic theorists' views

- Evil is not inherent in human nature. Evil arises only when experience injures and damages the person.
- Both benevolence and malevolence are inherent in everyone. Human nature needs to internalize a benevolent value system before it can avoid evil.

Based on Reeve (2009, pp. 439-440)

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# Positive psychology & growth

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## Positive psychology & growth

### Positive psychology

- Looks at people's mental health and the quality of their lives to ask, "What could be?"
- Seeks to build people's strengths and competencies

Based on Reeve (2009, pp. 440-441)

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## Positive psychology & growth

### Building of the personal strengths

- \* Happiness
- \* Enjoyment
- \* Resilience
- \* Capacity for Flow
- \* Personal Control
- \* Optimism
- \* Optimistic Explanatory Style
- \* Hope
- \* Self-Efficacy
- \* Goal-Setting
- \* Meaning
- \* The Passion to Know
- \* Wisdom
- \* Authenticity
- \* Toughness
- \* Self-Determination
- \* Forgiveness
- \* Compassion
- \* Empathy
- \* Altruism
- \* Humor
- \* Spirituality



### Outcomes

1. Fostering personal growth and well-being
2. Preventing human sickness from ever taking root within the personality

Based on Reeve (2009, pp. 440-441)

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## Three illustrative personal strengths

### Optimism

- A positive attitude or a good mood that is associated with what one expects to unfold in his or her immediate and long-term future.
- Related to better psychological & physical health, more health-promoting behaviors, greater persistence, and more effective problem solving.

### Meaning

- A sense of purpose, internalised values, and high efficacy are the motivational means to cultivate meaning in life.
- The act of creating meaning helps prevent future sickness.

### Eudaimonic Well-being

- Eudaimonic well-being is self-realisation.
- Relatedness satisfaction and pursuit of self-endorsed goals forecast Eudaimonic well-being.

Based on Reeve (2009, pp. 441-443) **28**

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## Criticisms

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## Criticisms

### Pollyanna optimism

Humanistic view emphasises only one part of human nature.

### Unscientific concepts

Humanistic theorists use a number of vague and ill-defined constructs.

### Unknown origins of inner guides

How is one to know what is really wanted or what is really needed by the actualising tendency?

Based on Reeve (2009, pp. 444-445)

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## Martin Seligman on positive psychology

- Martin Seligman on positive psychology (Martin Seligman, 2004, 23:45, TED talk)

[http://www.ted.com/talks/martin\\_seligman\\_on\\_the\\_state\\_of\\_psychology.html](http://www.ted.com/talks/martin_seligman_on_the_state_of_psychology.html)

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## Next lecture



Summary and conclusion  
(Ch 16)

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## References

- Reeve, J. (2009). *Understanding motivation and emotion* (5th ed.). Hoboken, NJ: Wiley.

Note: Image credits are in the slide notes

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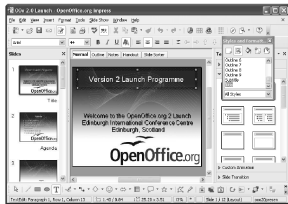
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# Open Office Impress

- This presentation was made using Open Office Impress.
- Free and open source software.
- <http://www.openoffice.org/product/impress.html>



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