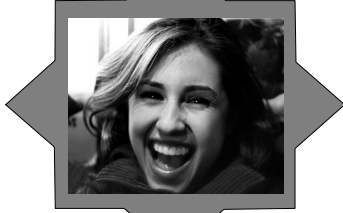


Growth motivation & positive psychology



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2011

Image source

1

Holism & positive psychology

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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

2

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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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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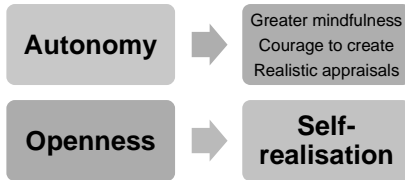
Self-actualisation

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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)

7

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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Hierarchy of human needs

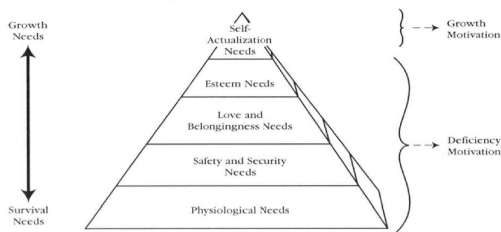


Figure 15.1 Maslow's Need Hierarchy

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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Actualising tendency

Self-actualisation

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

1%

Why?

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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

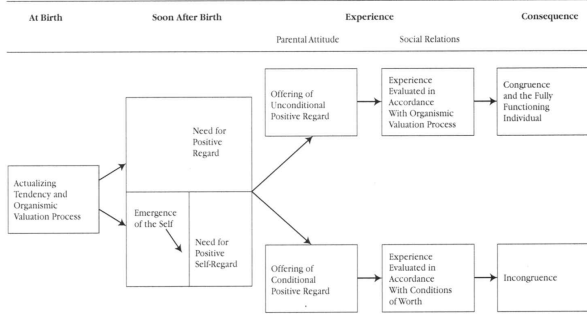


Figure 15.2 Roperian Model of the Process of Self-Actualization

Based on Reeve (2009, p. 429)

Fully functioning individual

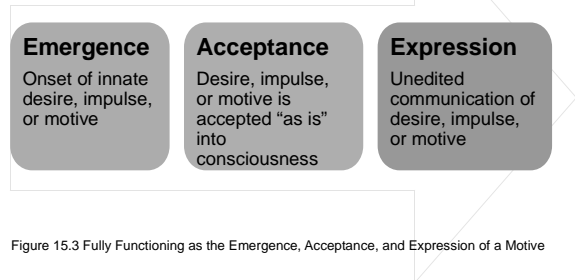


Figure 15.3 Fully Functioning as the Emergence, Acceptance, and Expression of a Motive

Based on Reeve (2009, p. 431)

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At Birth Soon After Birth

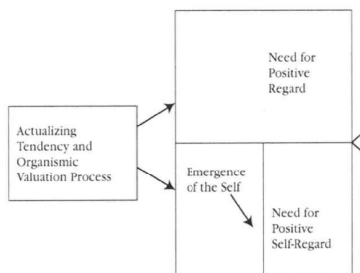
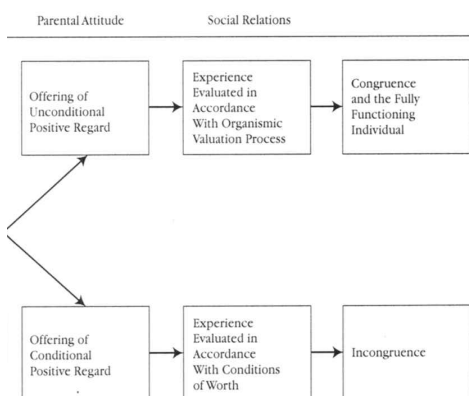


Figure 15.2 Roperian Model of the Process of Self-Actualization

Causality orientations

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Experience Consequence



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

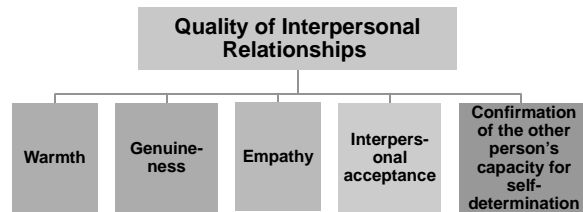
Based on Reeve (2009, pp. 431-434)

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Growth-seeking vs validation-seeking

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How relationships support the actualising tendency



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

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Growth-seeking vs. validation-seeking

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

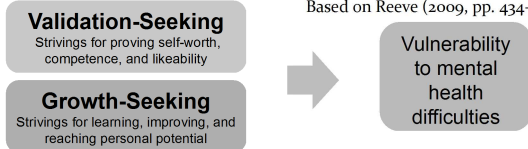


Table 15.2 Correlations with Indices of Psychological Well-Being for the Two Goal Orientations of Validation-Seeking and Growth-Seeking

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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The problem of evil

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Relationships & the actualising tendency

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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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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

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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Criticisms

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Positive psychology & growth

Building of the personal strengths

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

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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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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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