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Responding to: PKT A3-A12

Summary, outline, or diagram of key concepts:

Theories of Motivation

<b>Humanistic View</b>			
<b>Sociological View</b>	<b>Biological View</b>	<b>Psychoanalytic View</b>	<b>Behaviorist View</b>
People and events shape behavior	Behavior shaped by our body's needs and drives	Subconscious motivation	Actions determined by results of previous actions (punishments and rewards)
			<ul style="list-style-type: none"> <li>• Reward → Repeat</li> <li>• Set definable and recognizable goals with employees</li> </ul>

Humanistic Approach

Maslow's Needs → Must be met at each step before moving on to the next

1) Physiological	Food, shelter, water, etc.
2) Safety and Security	
3) Love and Belonging	Relationships with others
4) Self-Esteem Needs	Relationship with self—need to like yourself
5) Self-actualization	Working towards goals

Maslow's Characteristics of Self-Actualized People	Roger's Characteristics of Mentally Mature Individuals
<ul style="list-style-type: none"> <li>• Acceptance of reality (including reality of themselves)</li> <li>• Not afraid of close relationships               <ul style="list-style-type: none"> <li>• Happy with self → not threatened by being vulnerable</li> <li>• Fewer, but deeper relationships</li> </ul> </li> <li>• Efficient/Accurate judgements/heightened perceptions</li> <li>• Creative and appreciative               <ul style="list-style-type: none"> <li>• respond creatively rather than routinely</li> </ul> </li> <li>• March to own drum</li> </ul>	<ul style="list-style-type: none"> <li>• Acceptance</li> <li>• Self-trust and confidence</li> <li>• Self-reliance</li> <li>• Continuous self-growth</li> </ul>

<ul style="list-style-type: none"> <li>• Confident, self-reliant, independent</li> <li>• Willingness/openness to learning</li> <li>• Not afraid of looking bad/unintelligent</li> </ul>	
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**Fromm’s Theory of Productive Orientation**

- Humans are like seeds, with enormous potential. Under the right conditions, seed can flourish. Under the wrong ones, seed can stunt.

Self-Concept		
Self-Image	Ideal Self	Mirror Self
• How we view ourselves	• What we want to be	• How we think others see us

- Increased Self-image → improved ability to deal in situations
- *Pygmalion effect* → met others expectations of you (higher expectations → higher performance)

McClelland’s Motivational Drives	
1) Achievement	Seek success
2) Affiliation	Close interpersonal relationships
3) Power	Able to change the course of events

**Know Thyself!**

Hippocrates—4 categories of people	Jung
<ul style="list-style-type: none"> <li>• Optimistic</li> <li>• Sluggish</li> <li>• Grouchy</li> <li>• Melancholic</li> </ul>	Introvert vs Extrovert <ul style="list-style-type: none"> <li>• Thinking</li> <li>• Feeling</li> <li>• Sensation</li> <li>• Intuition</li> </ul>

**People are dynamic, not stagnant!**

**So . . .**

As a manager, it’s important to be a self-actualized person. Not only does being self-actualized allow you to respond better in difficult situations, but it can also allow you to have better relations with the people you work with. When managers are confident and self-aware, they are better able to make changes themselves and foster a work environment that builds people up rather than wearing them down.

**I’m still not sure about:**

What are ways to create an environment where others can also be self-actualized.