MOTIVATION & EMOTION

Growth motivation & positive psychology

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Image source

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Humanistic psychology argues that rejecting one's nature in favour of social priorities puts personal growth and psychological well-being at risk. It is important to follow your true nature or "inner guides".

Reading:
Reeve (2015)
Ch 15
(pp. 431-465)

"If this essential core (inner nature) of the person is frustrated, denied, or suppressed, sickness results"
(Maslow, 1968)

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
- Actualising tendency
  - Organismic Valuing Process
  - Emergence of the self
  - Conditions of worth
  - Conditional regard
  - Fully functioning individual

- Humanistic motivational phenomena
  - Causality orientation
  - Growth- vs. validation seeking
  - Relationships
  - Freedom to learn
  - Self- & social definition
  - The problem of evil
- Positive psych & growth
  - Happiness & well-being
  - Eudaimonic well-being
  - Optimism
  - Meaning
  - Positivity
- Interventions
- Criticisms

Based on Reeve (2015, pp. 431-432)

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Evolution of paradigms in psychology

1st force: Psychoanalytic

2nd force: Behaviourism

3rd force: Humanistic

4th force: Transpersonal

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Some related terms

Humanistic psychology

Positive psychology

Gestalt psychology

Spiritual psychology
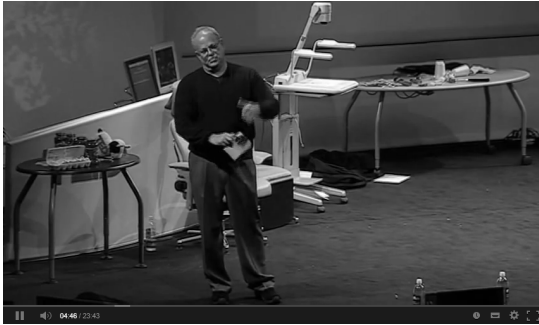
Existential psychology

Transpersonal psychology

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Holism & positive psychology

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Holism

- Human motives are integrated wholes (rather than a sum of parts).
- Personal growth is the ultimate motivational force.
- Stresses "top-down" master motives such as the self and its strivings toward fulfillment
- Focuses on discovering human potential and encouraging its development

Based on Reeve (2015, p. 434)   7

Maslow on holism

"A damaged organism isn't satisfied just to be what is is, merely damaged. It strives, presses, and pushes;

it fights and struggles with itself in order to make itself into a unit again"
(Maslow, 1971, p. 115)

Source: https://commons.wikimedia.org/wiki/File...

Positive psychology

- Focuses on 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
- Uses scientific methods to identify evidence-based methods

Based on Reeve (2015, pp. 434-435)   9

Seligman on the science of positive psychology

http://www.youtube.com/watch?v=9FBxfd7DL3E (23:43 mins)

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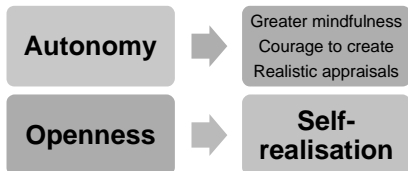

Self-actualisation

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Self-actualisation

Self-actualisation is the desire:
- for self-fulfillment, to actualise one's potential
- to become more and more what one is, to become everything that one is capable of becoming.

Motivation and personality (Maslow, 1954)

Two fundamental directions that characterise self-actualisation as a process:

Autonomy	➡	Greater mindfulness Courage to create Realistic appraisals
Openness	➡	Self-realisation

Based on Reeve (2015, p. 435)

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Maslow on self-actualisation

"Human beings seem to be far more autonomous and self-governed than modern psychological theory allows for."
Motivation and personality
(1954), p. 123

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Maslow on self-actualisation

"The study of crippled, stunted, immature, and unhealthy specimens can yield only a cripple psychology and a cripple philosophy. The study of self-actualizing people must be the basis for a more universal science of psychology."
Motivation and personality
(1954), p. 234

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The farther reaches of human nature (Maslow, 1971)

Maslow's final book – (he died from a heart attack whilst jogging in 1970, at the age of 62)

A.H.MASLOW
THE FARTHER
REACHES OF
HUMAN NATURE

AN ESALEN BOOK
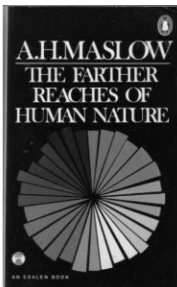
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Maslow's study of self-actualised people

"My investigations on self-actualization were not planned to be research and did not start out as research. They started out as the effort of a young intellectual to try to understand two of his teachers whom he loved, adored, and admired and who were very, very wonderful people ... I could not be content to simply adore, but sought to understand why these two people were so different from the run-of-the-mill people in the world."
Farther reaches of human nature (1971), p. 40

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Maslow's study of self-actualised people

- Maslow used "biographical analysis" of people he considered to be self-actualised, including some famous, some not so famous, some who were alive, and some who were not
- Identified some common characteristics that set these people apart from others

Based on Maslow (1971)

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Characteristics of self actualising people

1. **Acceptance** of self, of others, of nature
2. **Identification** with the human species
3. Emphasis on **higher level values**
4. Perception of **reality**
5. Discrimination between **means and ends**, between good and evil
6. **Resolution of dichotomies** (conflicts) that plague most people
7. **Autonomy** and resistance to enculturation
8. **Detachment** and desire for privacy
9. **Spontaneity**, simplicity, naturalness
10. **Problem-centering**
11. **Creativeness**
12. **Freshness** of appreciation; rich emotions
13. High frequency of **peak experiences**
14. (Intimate) **interpersonal relations**
15. **Democratic** character structure
16. Philosophical, unhostile sense of **humour**

Priority of values like truth, love, and happiness

Internally controlled

High involvement, productivity, and happiness

High quality interpersonal relationships

Based on Maslow (1971)

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Peak experiences

"Peak experience is a kind of transpersonal and ecstatic state, particularly one tinged with themes of euphoria, harmonization and interconnectedness. Participants characterize these experiences, and the revelations imparted therein, as possessing an ineffably mystical and spiritual (or overtly religious) quality or essence." (Wikipedia, 2013)

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Peak experiences

- "Peak experiences are transient moments of self-actualization." (Maslow, 1971, p. 48)
- The highest peaks include "feelings of limitless horizons opening up ..., the feeling of being simultaneously more powerful and also more helpless than … ever … before, the feeling of great ecstasy and wonder and awe, and the loss of placing in time and space" (p. 164)
- All people are capable of peak experiences and learning how to cultivate conducive conditions.

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Maslow on peak experiences

http://www.youtube.com/watch?v=TkqQX896WiA (4:02 mins)

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Self-actualisation

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

1%

Why?

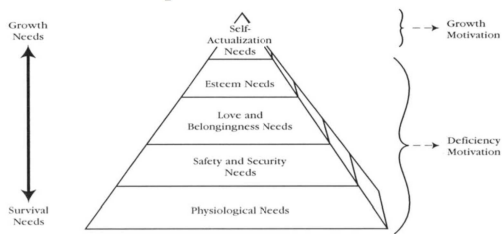---

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 (2015, pp. 435-436)

Behaviours that encourage self-actualisation

- Make **growth choices** (progression vs. regression or growth vs. fear)
- **Be honest** (when in doubt)
- Situationally position yourself for **peak experiences**
- Give up **defensiveness**
- **Let the self emerge** (listen to impulse voices rather than introjected voices)
- **Be open to experience** (identify defenses and have the courage to give them up)

Based on Reeve (2015, Table 15.1, p. 438) and Maslow (1971, pp. 44-49)

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

Based on Reeve (2015, p. 439)

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Organismic valuing process

- Innate capability for judging whether a specific experience promotes or reverses growth.
- Provides the interpretive information needed for deciding whether a new undertaking is growth-promoting or not.
- If continued over time then a person will become more closely aligned with their natural values. In doing so, they will become more relaxed and at ease with their life.

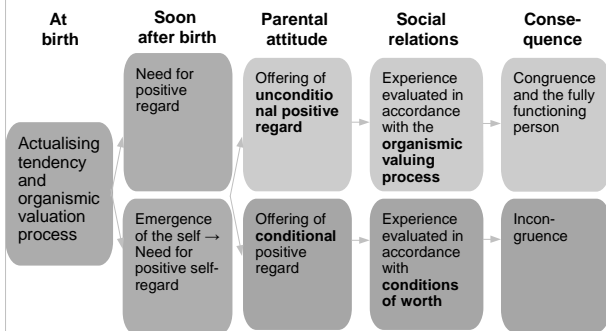Based on Reeve (2015, pp. 439-440)

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Organismic valuing process

The OV process may include any of the following principles:

- **Authenticity**: Getting away from defensive superficiality and being oneself.
- **Autonomy**: Moving away from what you 'should' to and making your own decisions.
- **Internal locus of evaluation**: Judgement based on one's own view, rather than seeking the approval of others.
- **Unconditional positive self-regard**: Judging and accepting yourself as valuable and worthwhile, including all thoughts and emotional reactions.
- **Process living**: Recognising that we are in a constant state of becoming and never reach a final end point.
- **Relatedness**: Seeking close and deep relationships where you can truly appreciate and understand other people.
- **Openness to inner and outer experience**: Being able to perceive and accept how others and oneself behaves and feels.

Based on ChangingMinds - http://changingminds.org/explanations/values/organismic_valuing.htm **28**

Process of actualisation

At birth	Soon after birth	Parental attitude	Social relations	Conse-quence
Actualising tendency and organismic valuation process	Need for positive regard	Offering of **unconditional positive regard**	Experience evaluated in accordance with the **organismic valuing process**	Congruence and the fully functioning person
	Emergence of the self → Need for positive self-regard	Offering of **conditional** positive regard	Experience evaluated in accordance with **conditions of worth**	Incon-gruence

Rogerian model of the process of self-actualisation

Based on Reeve (2015, Figure 15.2, p. 442) **29**

Fully functioning individual

Emergence	Acceptance	Expression
Onset of innate desire, impulse, or motive	Desire, impulse, or motive is accepted "as is" into consciousness	Unedited communication of desire, impulse, or motive
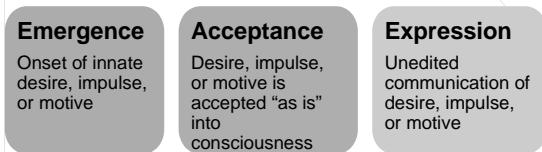
Fully functioning as the emergence, acceptance, and expression of a motive

Based on Reeve (2015, Figure 15.3, p. 445) **30**

Humanistic motivational phenomena

Autonomy causality orientation

- Relies on internal guides
  (e.g., needs, interests)
- Pays close 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.)

Based on Reeve (2015, pp. 445-447)

Control causality orientation

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

Based on Reeve (2015, pp. 445-447)

Growth-seeking vs. validation-seeking

Based on Reeve (2015, pp. 447-449)

Validation-seeking
Strivings for proving self-worth, competence, and likeability

Growth-seeking
Strivings for learning, improving, and reaching personal potential

Field dependence

Field independence

Vulnerability to mental health difficulties

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.

How relationships support the actualising tendency

- "The extent to which individuals develop toward congruence and adjustment depends greatly on the quality of their interpersonal relationships." (p. 436)
- Relationships can be :
  - **controlling** (conditions of worth) or
  - **autonomy-promoting** (unconditional positive regard).

Based on Reeve (2015, pp. 448-450)

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How relationships support the actualising tendency

Qualities of supportive interpersonal relationships

Warmth	Genuine-ness	Empathy	Interpers-onal acceptance	Confirmation of the other person's capacity for self-determination

Based on Reeve (2015, pp. 448-450)

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How relationships support the actualising tendency

Ways of supporting the actualising tendency			
Helping others	Relating to others in authentic ways	Promoting the freedom to learn	Defining the self

Based on Reeve (2015, pp. 448-450)

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Two forms of discussion

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

Based on Reeve (2015, pp. 451-453)

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Humanistic theorists' views

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

Based on Reeve (2015, pp. 451-453)

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Positive psychology & growth

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Positive psychology & growth
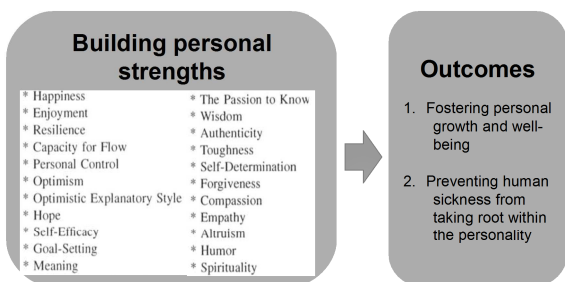
Positive psychology

- 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
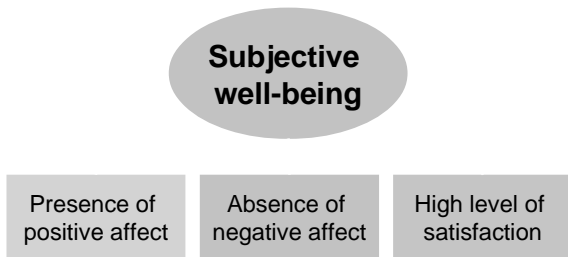
Based on Reeve (2015, pp. 453-460)

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Positive psychology & growth

Building 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 taking root within the personality

Based on Reeve (2015, Table 15.3,
Personal strengths investigated as the subject matter of positive psychology, p. 453)

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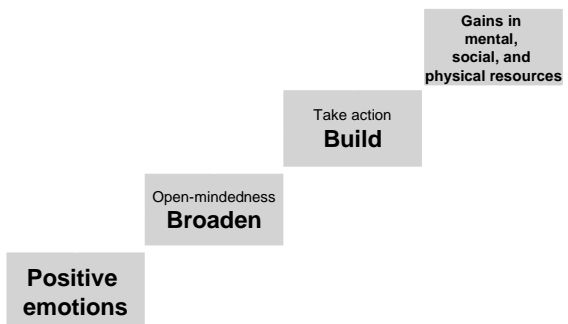# Nature and structure of subjective well-being

Subjective well-being

Presence of positive affect	Absence of negative affect	High level of satisfaction

Based on Reeve (2015, Figure 15.6, p. 455)

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The broaden-and-build theory of emotions

Gains in mental, social, and physical resources

Take action
Build

Open-mindedness
Broaden

Positive emotions

Based on Reeve (2015, Figure 15.6, p. 455)

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Illustrative personal strengths: Optimism

- A positive attitude or a good mood 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.

Based on Reeve (2015, pp. 457-458) 45

Illustrative personal strengths: Meaning

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

Based on Reeve (2009, pp. 441-443)   **46**

Viktor Frankl (1946): Man's Search for Meaning

- **Part 1**: Describes his experiences as a Jew in Auschwitz, a World War II Nazi concentration camp. Observed that those who had hope for the future (a reason to live) more likely to survive.
  - "He who has a Why to live for can bear almost any How" - Nietzsche
- **Part 2**: Describes logotherapy (logos = greek for meaning). Understands psychopathology as a function of a lack of meaning. When connected with meaning, dysfunction tends to resolve.
  - Thus, life is not primarily a quest for pleasure or power, but a quest for meaning.
  - "Why do you not commit suicide?"

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Viktor Frankl (1946): Man's Search for Meaning

https://www.youtube.com/watch?v=fD1512_XJEw (4:22 mins)   **48**

Illustrative personal strengths: Eudaimonic well-being

- Greek meaning "good spirit" or "human flourishing" (Aristotle)
- Self-realisation
- Relatedness satisfaction
- Pursuit of self-endorsed goals

Based on Reeve (2015, pp. 456-457) **49**

Criticisms

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Criticisms

People possess potentials to harm themselves and others.
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 (2015, pp. 462-463) **51**

Interventions

Happiness exercises from positive psychology therapy

1. **Gratitude visit.** Write a letter or visit and share about your gratitude to someone who has been especially kind to you but never really thanked.

2. **Three good things in life.** Each day, write down three things that go well and identify the cause of each.

3. **You at your best.** Write about a time when you functioned at your best. Reflect on the personal resources that made that functioning possible.

4. **Identify signature strengths.** Identify up to five personal signature strengths and find a way to use each in a new way.

Based on Reeve (2015, p. 461)

Sensory awareness exercise

1. Brainstorm a list of your favourite sources of pleasure for each sense (sight, sound, touch, taste and smell).

2. Longer lists are associated with better well-being.

3. Give yourself at least one of your favourite sources of pleasure through each sense each day.

Based on Burns, G. (1998).
Nature-guided therapy: Brief integrative strategies for health and well-being.

Next lecture

Summary and conclusion
(Ch 17)

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References

- Maslow, A. H. (1971/1976). *Farther reaches of human nature*. New York: Penguin.
- Reeve, J. (2009). *Understanding motivation and emotion* (5th ed.). Hoboken, NJ: Wiley.
- Reeve, J. (2015). *Understanding motivation and emotion* (6th ed.). Hoboken, NJ: Wiley.

Note: Image credits are in the slide notes

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