


MOTIVATION & EMOTION

Growth motivation & positive psychology



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Image source **1**

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Growth motivation & positive psychology

Reading:
Reeve (2018)
Ch 15
(pp. 365-396)

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Outline –

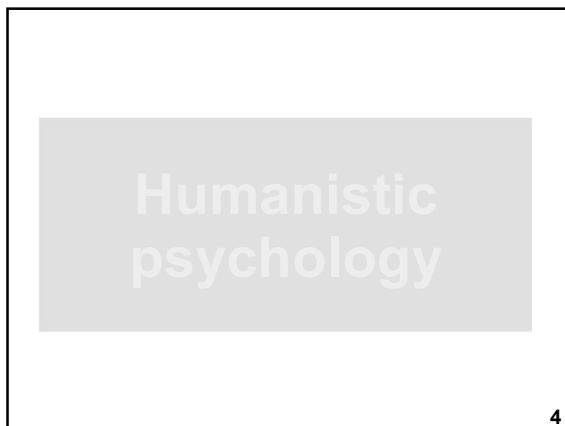
Growth motivation & positive psychology

- Humanistic psychology
- Holism & positive psychology
 - Holism
 - Positive psychology
- Self-actualisation
 - Characteristics
 - Peak experiences
 - Hierarchy of human needs
- Actualising tendency
 - Organismic valuing process
 - Process of actualisation
 - Fully functioning person
- Humanistic motivation
 - Causality orientation
 - Growth- vs. validation seeking
 - Relationships
 - Problem of evil
- Positive psychology
 - Personal strengths
 - Subjective well-being
 - Broaden-and-build theory
 - Eudaimonic well-being
 - Optimism
 - Meaning
 - Mindfulness
- Interventions
- Criticisms

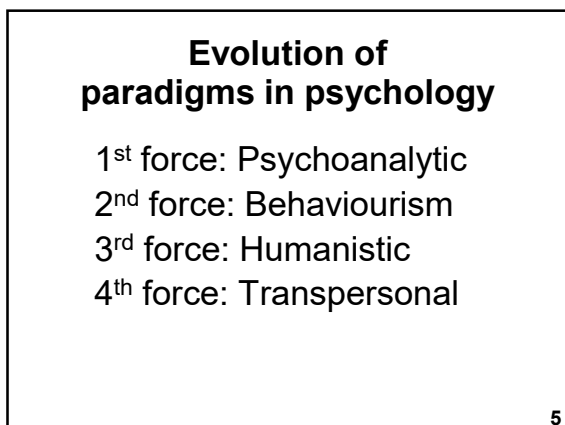
Based on Reeve (2018, p. 365)

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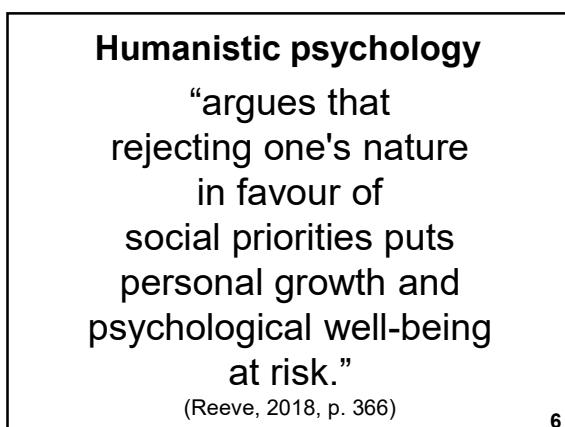
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Humanistic psychology
“If this essential core
(inner nature)
of the person is
frustrated, denied, or
suppressed,
sickness results”
- Maslow (1968)

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**Related terms
(psychology)**

- Humanistic
- Positive
- Growth
- Gestalt
- Spiritual
- Existential
- Transpersonal

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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 (2018, p. 368)

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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"




Image source: https://commons.wikimedia.org/wiki/File:34Water_drop_001.jpg

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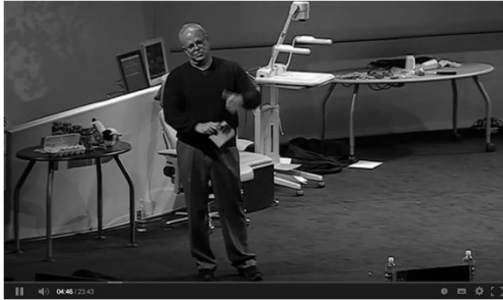
Positive psychology

- Focuses on proactively building 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 , (2018, p. 368)

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Seligman on the science of positive psychology



<http://www.youtube.com/watch?v=9FBxjd7DL3E> (23:43 mins)

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Self-actualisation

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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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Self-actualisation

Self-actualisation is the motivation:

- 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)

Based on Reeve (2015, pp. 389-369) 16

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Self-actualisation

- Full realisation of and use of one's talents, capacities, and potentialities (Maslow, 1987).
- Leaves behind infantile heteronomy, defensiveness, cruelty, and timidity, and moves toward autonomy, realistic appraisals, compassion toward others, and the courage to create and to explore.

Based on Reeve , (2018, p. 369) 17

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Self-actualisation

Directions that characterise self-actualisation as a process:

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

Based on Reeve (2015, pp. 389-369) 18

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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.”

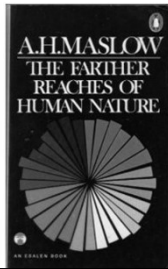
Motivation and personality
(1954), p. 123

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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)



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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 dead.
- 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 | Priority of values like truth, love, and happiness |
| 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 | Internally controlled |
| 8. Detachment and desire for privacy | |
| 9. Spontaneity , simplicity, naturalness | High involvement, productivity, and happiness |
| 10. Problem-centering | |
| 11. Creativeness | High quality interpersonal relationships |
| 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 | |

Based on Maslow (1971) 23

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Peak experience

- A kind of transpersonal and ecstatic state, tinged with euphoria, harmonization and interconnectedness.
- Transient moment of self-actualization (Maslow, 1971, p. 48)
- All people are capable of peak experiences and learning how to cultivate conducive conditions.

Based on Maslow (1971)

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Maslow on peak experiences



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

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Self-actualisation

According to Maslow, only



self-actualise.

Why?

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Hierarchy of human needs



Figure 15.1 Maslow's Need Hierarchy

Nature of human needs (Maslow, 1943, 1987):

- Lower needs are stronger and more urgent
- Lower needs appear earlier in development
- Needs are fulfilled sequentially, from lowest to highest

Based on Reeve (2018, p. 369)

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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 (2018, Table 15.1, p. 371) and Maslow (1971, pp. 44-49) **28**

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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)

”

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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

Based on Reeve (2018, pp. 371-372)

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Organismic valuing process

- Innate capacity for judging for oneself whether a specific experience promotes or reverses one's growth.
- Provides the interpretive information needed for deciding whether a new undertaking is growth-promoting or not.
- If continued over time a person will become more closely aligned with their natural values and thereby more relaxed and at ease with their life.

Based on Reeve (2018, pp. 372-373)

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Organismic valuing process

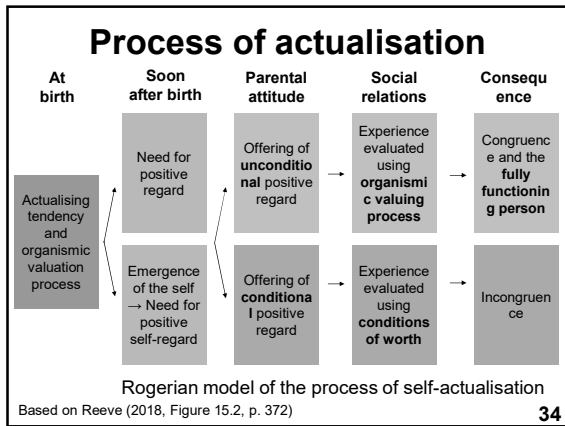
The OV process may include any of the following principles:

- **Authenticity:** Getting away from defensive superficiality; being oneself.
- **Autonomy:** Moving away from what you "should" do; 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 & accepting yourself as valuable & worthwhile, including all thoughts & 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.

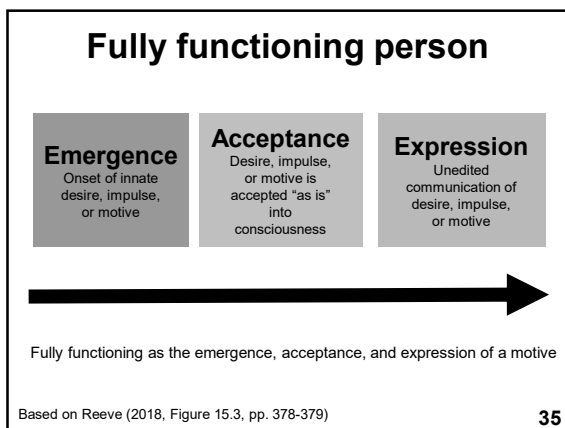
Based on ChangingMinds - http://changingminds.org/explanations/values/organismic_valuing.htm

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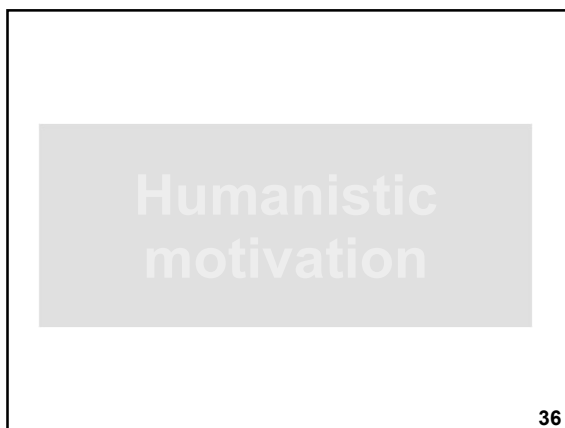
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Autonomy causality orientation

- 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 (2018, pp. 379-380) **37**

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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 (2018, pp. 379-380) **38**

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Growth- vs. validation-seeking

- **Validation-seeking** → Strivings for proving self-worth, competence, and likeability → Vulnerability to mental health difficulties
- **Growth-seeking** → Strivings for learning, improving, and reaching personal potential

Based on Reeve (2018, pp. 380-381) **39**

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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 (2018, pp.381-382) **40**

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How relationships support the actualising tendency

Qualities of supportive interpersonal relationships:

- Warm
- Genuineness
- Empathy
- Interpersonal acceptance
- Confirmation of the other person’s capacity for self-determination

Based on Reeve (2018, pp.381-382) **41**

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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 (2018, pp.381-382) **42**

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What is the source of “evil”?

Challenging questions:

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

Based on Reeve (2018, pp.382-383)

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Humanistic theorists' views

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

Based on Reeve (2018, pp.382-383)

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Positive
psychology

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Positive psychology

- Looks at mental health and the quality of life; asks “what could be?”
- Seeks to build people’s strengths and competencies

Based on Reeve (2018, pp.384-385) **46**

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Positive psychology

Building personal strengths	Outcomes
<ul style="list-style-type: none">* Happiness* Enjoyment* Resilience* Capacity for Flow* Personal Control* Optimism* Optimistic Explanatory Style* Hope* Self-Efficacy* Goal-Setting* Meaning	<ul style="list-style-type: none">* The Passion to Know* Wisdom* Authenticity* Toughness* Self-Determination* Forgiveness* Compassion* Empathy* Altruism* Humor* Spirituality

Fostering personal growth and well-being

Preventing human sickness from taking root within the personality

Based on Reeve (2018, Table 15.2, Personal strengths investigated as the subject matter of positive psychology, p. 385) **47**

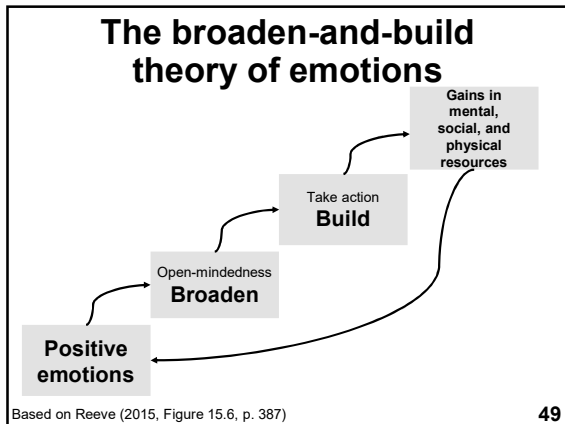
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Subjective well-being

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

Based on Reeve (2015, Figure 15.5, p. 386) **48**

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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 (2018, pp. 386-387) 50

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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, p. 388) 51

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**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 (2018, pp. 388-390) 52

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

- **Part 1:** Experience 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) were 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) 54

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**Illustrative personal strengths:
Mindfulness**

- Open receptive awareness of consciousness
- Not defensive against what is taking place in one's mind
- Accepts or allows an experience to occur within oneself without resisting
- Relaxed attention that is mixed with heightened observation and awareness of what is happening

Based on Reeve (2018, pp. 391) **55**

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Interventions

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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 (2018, pp. 391-392) **57**

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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. Plan to give yourself at least one of your favourite sources of pleasure through each sense each day

Based on Burns' (1998) Sensory Awareness Inventory **58**

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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 (2018, pp. 393-395) **60**

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Next lecture 

Interventions and review
(Ch 17)

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References

- Burns, G. (1998). *Nature-guided therapy: Brief integrative strategies for health and well-being*. Psychology Press.
- Maslow, A. H. (1971/1976). *Farther reaches of human nature*. New York: Penguin.
- Reeve, J. (2015). *Understanding motivation and emotion* (6th ed.). Hoboken, NJ: Wiley.
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