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Responding to: PKT A3 – A12

Summary, outline, or diagram of key concepts:

Different views on basic motives of people

Sociological view: human behavior is a result of the people and events

Biological view: actions hinge on our physical and biological needs and drives

Psychoanalytic view: motives are mostly unconscious and under the surface

Behaviorists view: do not care about the conscious or unconscious motive; interest is in what's happening

Humanistic theory of motivations gives credit to biological drives but also honors sociological cause.

The Humanistic Approach

Natural drive towards good: health, happiness, and accomplishment rather than pessimistic

Maslow's five basic needs:

Physiological needs: food, air, shelter

Safety and security needs: some may live under political, geographical or weather threats and this may never be met. People will migrate to satisfy their need for safety. People will stay if it satisfies the first need

Love and affection need: want to be loved and needed by others.

Self-esteem needs: things that help us really like ourselves.

Self-actualization: developing the inner nature or the potential we each have within us.

The Self Actualizing Person

Characteristic of mentally healthy or self-actualized person

- They can accept the way things really are. Stop dwelling on what "ought or should to be" and start "what is". People can accept themselves for what they are and people for just as they come.
- Not afraid to get close to others. Not threatened by others and are not afraid to have deep relationships.
- Efficient judges of situations. They can judge people correctly and efficiently.
- Creative and appreciative. They have the ability to appreciate again and again.
- March to a different drummer. The most healthy and actualized people are self-reliant and make their own judgments. They are more autonomous and independent in thought and action.
- Willing to learn from anyone. They are not threatened by the prospect of appearing dull or uninformed. They are more interested in learning.

Rogers's Self-Actualized Person

Developed the nondirective approach where counselor endeavors to reflect ideas to the patient without giving answer or oversimplifying. This would help them grow as an individual and help them trust themselves.

Fromm's theory focuses on a seed. Only a few people achieve the true concept of self-actualization and most are stunted like the flower in the field. This theory is called productive orientation.

Self-image: the way we see ourselves

Ideal self: the way we would like to be

Mirror self: the way we think others see us

Real self: the way we actually are

Productivity of people corresponds with the image other people have of them. (Pygmalion effect)

3 Basic Motivational Drives

1. The need for achievement
2. The need for affiliation
3. The need for power

The Accurate Self-Image

We are afraid to appear confident and self-assured. Most of us tend to be too humble about our abilities and embarrassed of our weaknesses. We need to be more willing to accept our own potential greatness.

One of the foundation facts of society is that people can change and change daily.

So . . .

It is difficult to say that there is one basic human motivator because each person has his or her own needs and everyone is different and constantly changing. As a manager, sometimes you have to learn more about the person in order to understand how to motivate them and help them become a better employee.

As people develop a healthy self-image, generally, they are happier and more successful.

I'm still not sure about:

How as a manager can you help someone reach self-actualization?