

### Chapter in Review

1. Motivations are mental states that cause people to engage in purposive behavior—any activity directed toward achieving some goal or satisfying a need or desire. Purposive behavior has a purpose, causes rooted in specific mental states, and intentionality. Highly motivated behavior is intense (engaged in with great physical or mental effort) and persistent (engaged in over a long period of time, even in the face of adversity). Motivations are varied and may sometimes conflict, as in the state of ambivalence.
2. Instincts are innate, automatic behavioral tendencies that will reliably occur in response to an environmental cue (releasing stimulus). Currently, the term *fixed-action pattern* has replaced *instinct* to emphasize the idea that to qualify as an instinct the sequence of behavior has to be truly invariable unless blocked. Theorizing about instincts in human motivations hit a brick wall when it was pointed out that labeling a motivation “instinct” was merely a way of labeling or describing the motivation, not explaining it. However, evolutionary psychologists have “rehabilitated” the notion of instincts in human motivation by using the Darwinian notion of adaptation to explain instinct-like motivations and behavior.
3. Motivations also include drives and incentives. Early drive theorists of motivation proposed that behavior is primarily motivated by the desire to reduce unpleasant conditions of arousal that result from basic physiological needs (e.g., eating is motivated by the drive to reduce hunger). Drive-reduction theory is based on the idea that organisms seek to maintain homeostasis. Later, theorists moved away from drive theory to optimal arousal theory, which proposes that organisms are not only motivated to reduce unpleasant arousals, but are concerned with achieving an optimal level of arousal—whether that means reducing or increasing arousal levels. Human beings are also motivated by rewards or incentives which may not be related to levels of arousal. Incentives may be intrinsic or extrinsic. In some cases, extrinsic motivations such as money, status, or prizes may paradoxically reduce motivation to excel because of the overjustification effect.
4. Motivations include needs. Needs are internal states of tension that motivate a person toward some action. Abraham Maslow proposed that human motivations form a hierarchy based on the urgency of the motivating need. According to Maslow’s pyramid model, there are five categories of need: At the bottom are basic survival needs (oxygen, food, etc.); at the top are self-actualization needs. In between these extremes are needs including safety and security, love, belonging, prestige and achievement, and so forth. In Douglas Kenrick and colleagues’ model, needs form an overlapping pyramid based upon three levels of analysis: evolutionary, developmental, and cognitive.
5. Many factors influence work motivation, including traits (stable personal characteristics), perceived self-efficacy (a person’s beliefs about his or her ability to produce change or accomplish a task), and how a person goes about setting goals. Positive psychologists such as Martin Seligman advise those choosing careers to seek a career that reflects their signature strengths—enduring qualities with which they identify that have resulted from consistent, constructive life choices in specific areas. The term *flow* is used to describe experiences of effortless, timeless focus on a desired activity.

6. A motivation is universal or nearly universal if it is typical of our species regardless of culture or historical era. However, universal and nearly universal motivations take different behavioral forms and are interpreted differently in different cultures and historical periods.
7. Hunger and appetite are not the same. Hunger is a homeostatic drive state intended to satisfy needs for immediate energy and ongoing nutrition. It is controlled by physiological changes in the body. Appetite is the desire to eat. Appetite may be driven by hunger, but it can be driven by many other types of events and motivations.
8. People tend to maintain an energy balance, leading to maintaining baseline body weight. However, people also do tend to gain weight slowly over time as they age. The number of calories taken in each day is known as the total energy intake (TEI). TEI depends upon the timing of meals, their frequency, size, and nutritional composition. Physiological events affecting TEI in addition to hunger are satiation (feeling of fullness during a meal), satiety (feeling of fullness following a meal), and sensory-specific satiety (loss of interest in a specific food during a meal). Psychological and social influences on TEI in addition to appetite include sensory-specific appetite (appetite for specific foods).
9. Eating disorders (EDs) are complex conditions involving unhealthful patterns of eating or not eating. These disorders have become more common over the past 60 years, particularly among young women aged 15 to 24. The most frequently diagnosed of the medically recognized EDs are bulimia nervosa and anorexia nervosa. Binge-eating disorder is a newly coined disorder not yet fully accepted by the medical profession. Causes of eating disorders have not been identified with certainty, but risk factors include being young and female, having a family history of EDs, and at least some research suggests that psychological factors such as experiencing generally negative mood states and self-evaluations or engaging in perfectionist think may also play a role. Some researchers suggest that the culture of modernization has been a contributor to the global spread of EDs, and although Western media imagery glorifying slender physiques play at least some role in this spread, this role has sometimes been exaggerated. Although it is possible to die from complications due to anorexia nervosa, this likely occurs in less than 1 percent of cases.
10. Overweight and obesity (pathological overweight) are epidemic. Although genetics plays a role, genetics cannot fully explain the astonishing rise in overweight and obesity, particularly among children, in just a single generation. Some research suggests that overweight and obesity may be reasonable and predictable responses to the following recent historical events beginning during the 1970s: widespread corn surpluses and invention of high-fructose corn syrup; the advent of the supersize portion; and decreased investment in parks and recreation concurrent to increased investment in television, computers, and video games.
11. Human beings are social beings from birth, and we are motivated to turn toward one another, a general tendency known as social motivation. Two types of social needs predominate: the need to affiliate and the need to belong. Affiliation means being with other people in the same space, but does not necessarily imply that strong relationships are formed. Under conditions of anxiety, stress, danger, disappointment, illness, and disaster women have a tendency to find comfort in affiliation, but this

does not necessarily occur with men, who frequently withdraw rather than affiliate under such circumstances. Belonging needs require frequent positive interactions with at least a few other people in the context of stable, enduring relationships of caring. Loneliness is a universal, overwhelmingly unpleasant feeling that results when there is a discrepancy between our perception of the interpersonal relationships we have and the relationships we wish to have. Loneliness is the most severe experience resulting from a lack of belonging, and it can have serious implications for mental and physical health. Relationships of belonging usually include intimacy. Intimate relationships are characterized by warmth, closeness, mutual support, and communication. Intimacy is achieved through self-disclosure and partner responsiveness.

12. Human aggression occurs when an individual or group carries out an act intended to harm another. To qualify as aggression, the aggressor must believe that the act is harmful, and the target of aggression must be motivated to avoid the act. Aggression may or may not be violent. For example, verbal aggression is not violent. Aggression may be hostile (where inflicting harm is the purpose) or instrumental (where harm is inflicted for some other purpose), although these types of aggression are not always easy to distinguish. There are sex differences in aggression. Physical aggression—particularly deadly violence—is much more characteristic of boys and men than of girls and women. However, there are few or no sex differences in verbal aggression and indirect aggression. The question of why men are more physically aggressive may be answered in different ways depending on the level of analysis. Although there is a link between testosterone and aggression, this link is not straightforward in human beings. Evolutionary and sociocultural forces are both important components of any complete explanation of male aggression.
13. Specific factors may trigger acts of aggression. An important early theory suggested that aggression occurs when a person is frustrated in attaining an important goal. However, the theory was incomplete, and in 1989 Leonard Berkowitz created the reformulated frustration-aggression hypothesis, which suggested that virtually any form of unpleasant event could lead to aggression. This would include frustration, but also include provocation by others or unpleasant environmental conditions. According to this theory, aggression will occur if one of these events or conditions triggers feelings, images or memories associated with the physiological changes that normally occur during conditions of threat and danger. However, like the earlier theory, the reformulated theory was limited. The general aggression model (GAM) of Craig Anderson and Brad Bushman is an attempt to create a more inclusive theory. According to the GAM, aggression will (or will not) occur in any given situation as a result of an interaction among four factors: personal characteristics; characteristics of the situation; emotions, thoughts, and arousal levels; and the decision-making process.
14. Human beings may also have a competence motivation—the need to perform actions effectively or successfully. Approach and avoidance are two strategies to achieve competence in a given task or situation. There may be cultural differences in the effects of choosing one or the other strategy. Achievement motivation is a component of the competence motivation. Achievement refers to attainments and accomplishments primarily in relation to those of other people. Those high in

achievement motivation have high levels of self-control, are able to delay gratification, and set realistic goals. As with the competence motivation, there may be cultural differences in achievement motivation.

### Section Summaries

#### *What are motivations?*

1. Motivations are mental states that initiate and direct purposive behavior and encourage individuals to engage in sustained effort to achieve goals. Motivations have purpose, causes rooted in specific mental states, and intentionality.
2. Motives can be conscious or unconscious, and may sometimes conflict, a condition known as ambivalence.
3. Motivation can be measured by observing the intensity and persistence of behavior.
4. In explaining motivations, various theorists have invoked human instinct and psychological adaptation; needs to reduce drive states to maintain homeostasis; needs for optimal arousal; incentives; and a hierarchy of needs.
5. Motivations may be intrinsic or extrinsic. Under certain conditions, extrinsic rewards may undermine intrinsic motivation.
6. Maslow's pyramid of needs contains important truths about human nature, although it lacks sufficient research support. Kenrick and colleagues have attempted to renovate Maslow's idea by using somewhat different needs, and by using three levels of analysis to allow for a pyramid design in which needs overlap. The three levels of analysis are evolutionary, developmental, and cognitive.
7. Some motivations are universal or nearly universal among human beings regardless of culture.

#### *How is work a window onto motivation?*

1. Work motivations determine the form, direction, intensity, and persistence of each person's work-related activity.
2. I/O psychology is concerned with human psychology in the context of work. Among the factors I/O psychologists have identified which influence work motivation are traits, perceived self-efficacy, and goal-setting.
3. Although traits can influence work motivation in a straightforward way, this is not always the case because traits may be expressed very differently in different work settings.
4. Perceived self-efficacy describes a person's core belief about his or her ability to produce change or accomplish a specific task.
5. Research conducted by goal-setting theorists has found that work motivation and performance are enhanced when specific and difficult (but not impossible) goals are set.
6. Positive psychologists advise people to determine their signature strengths and use them in choosing a career or improving conditions on the job.

#### *Why do we eat?*

1. Hunger is a largely homeostatic drive state intended to satisfy needs for immediate energy and/or overall nutrition. Appetite is the term which refers to a desire to eat. Appetite may be triggered by psychological, social, cultural, and environmental factors as well as by hunger.
2. The number of calories taken in each day (TEI) is governed by physiological and psychological/social factors. Physiological factors include hunger, satiation, satiety

and sensory-specific satiety. Psychological/social factors include appetite and sensory-specific appetite.

3. The physiological events governing the TEI are regulated by short- and long-term mechanisms. Short-term mechanisms maintain energy levels on a daily basis. Long-term mechanisms control reserves of body fat.
4. The most commonly diagnosed of recognized eating disorders are anorexia nervosa (AN) and bulimia nervosa (BN). Symptoms of AN include refusal to maintain normal weight, fear of gaining weight, and a distorted body image. Symptoms of BN include binge eating, behavior such as purging or fasting designed to compensate for binge eating, and undue emphasis on body shape and weight in self-evaluation.
5. Risk factors for eating disorders include being young and female; exposure to modernization and Western culture; various psychological characteristics including habitual negative moods, negative self-evaluations and perfectionism; and genetic vulnerability.
6. Overweight and obesity are epidemic. Factors responsible for the epidemic include genetics, socioeconomics, historical events, and eating behavior.

*The social motivations: Why do we turn toward one another?*

1. Human beings have a basic social motivation composed primarily of the need to affiliate and the need to belong.
2. To affiliate means to be with other people in the same space, without the implication that strong relationships are formed. Women's affiliation needs tend to increase under conditions of stress, anxiety, and danger, whereas men's generally do not.
3. Motivation to belong involves a need for frequent, primarily positive interactions with at least a few people in the context of stable, enduring relationships where there is concern for one another's welfare. Relationships of belonging often include intimacy.
4. Among the many subjective experiences resulting from lack of belonging, loneliness is one of the most severe.

*Aggression: Why do we turn against one another?*

1. Aggression is the general term used when an individual carries out an act intended to harm another. To constitute aggression, the perpetrator must believe the act is harmful, and the victim must be motivated to avoid the act.
2. Aggression may be violent or nonviolent. It may be hostile or instrumental.
3. There are sex differences in aggression, with boys and men being more likely than girls and women to show direct aggression. However, girls and women may show more indirect aggression than men.
4. The general aggression model (GAM) proposes that aggression is a result of a complex interaction among a person's characteristics; characteristics of the situation; emotions, thoughts, and biological arousal levels; and decision-making processes.

*Competence: Why do people seek to do well?*

1. Competence is an innate motivation to perform a task successfully.
2. One may express competence needs either through approach or avoidance behaviors. Approach behaviors can result in joy at success or disappointment and sadness at failure. Avoidant behaviors can result in relief or in shame and distress.

3. Achievement motivation is part of competence motivation. It is the motive to accomplish and excel, particularly in relation to others.