



Discover. Act. Conquer.

Session 2 – First Milestone: Defining Motivation Types

“Strong Minds Discuss Ideas, Average Minds Discuss Events, Weak Minds Discuss People.”

—

Socrates

What does it mean to be ‘Motivated’?

In our modern day lives, even going through the daily routine is challenging for the average individual. Amidst all the chaos, struggle and mindless pursuit of material success, it is not surprise that the term ‘Motivation’ gets highly simplified. Most often, we refer to an individual as ‘motivated’ or ‘not motivated’, which leaves a lot to be explained and understood as to the ‘why’ and the ‘what’ around the motivation to do or not do something.

Generally speaking, we tend to be motivated to do things that in some way, offer us a positive sense of fulfillment. Even if it is a behavior that seems destructive, we are quite capable of theorizing that we seek and gain a positive feeling from this action; regardless of the means employed to achieve this feeling.

In today’s session, we are going to discuss the two primary motivation types, and how they apply to your life and specific goals you are pursuing.

To start, state a goal you are working to achieve:

Now, ask yourself the following questions before we dive into the different motivation types:

1. What is it that you are motivated to achieve?
2. How are you pursuing this goal?
3. Why are you pursuing this goal?

Self-Determination Theory

This theory categorizes goal types along with the reasons and behaviors associated with the particular classifications (Deci & Ryan, 1985). In its most fundamental distinction, motivation falls into two categories: intrinsic and extrinsic. In simplistic terms, to be intrinsically motivated means you are spurred into action because the activity is genuinely interesting or enjoyable to you. Alternatively, to be extrinsically motivated means you are brought to work because the action creates a specific, important final outcome. One can look at intrinsic as being motivated by the means, while extrinsic, is driven by the outcome, but not necessarily the activity itself.

In most cases, intrinsic motivation is a very powerful and positive form of motivation and does not have many alternatives. Extrinsic motivation, on

the other hand, can be both positive and negative. This type of activity is undertaken because you see the value in the process of completing the activity itself. It is also possible that the activity is done with resentment, but with the awareness that if you did not do the activity, there might be consequences.

Intrinsic Motivation

According to Deci and Ryan (1985), intrinsic motivation is driven by three primary psychological needs all humans possess: competence, relatedness and autonomy. The level of intrinsic motivation grows stronger in an environment that facilitates the action. On the other hand, in an environment that undermines the activity, the desire for engaging in the activity diminishes.

Example: You run a local race where you show high competence running, and are highly intrinsically motivated. The amateur field facilitates your ability to display great skill in this activity. Through this, you gain autonomy from winning. Alternatively, you run with the elite runner's group at the Boston Marathon, where they are running at a pace of 5:00 min. /mile, and 10-miles in, you become intrinsically demotivated as the environment undermines your competence, and thus diminishes autonomy.

Simply put: To have a high-level of intrinsic motivation, both the needs of autonomy and competence need to be met equally (IPLOC; de-Charms, 1968).

Extrinsic Motivation

Extrinsic motivation contrasts to that of intrinsic motivation. Again, being intrinsically motivated, you enjoy the activity itself, whereas being extrinsically motivated, you do the activity for the ends. Let's explore this in the figure below.

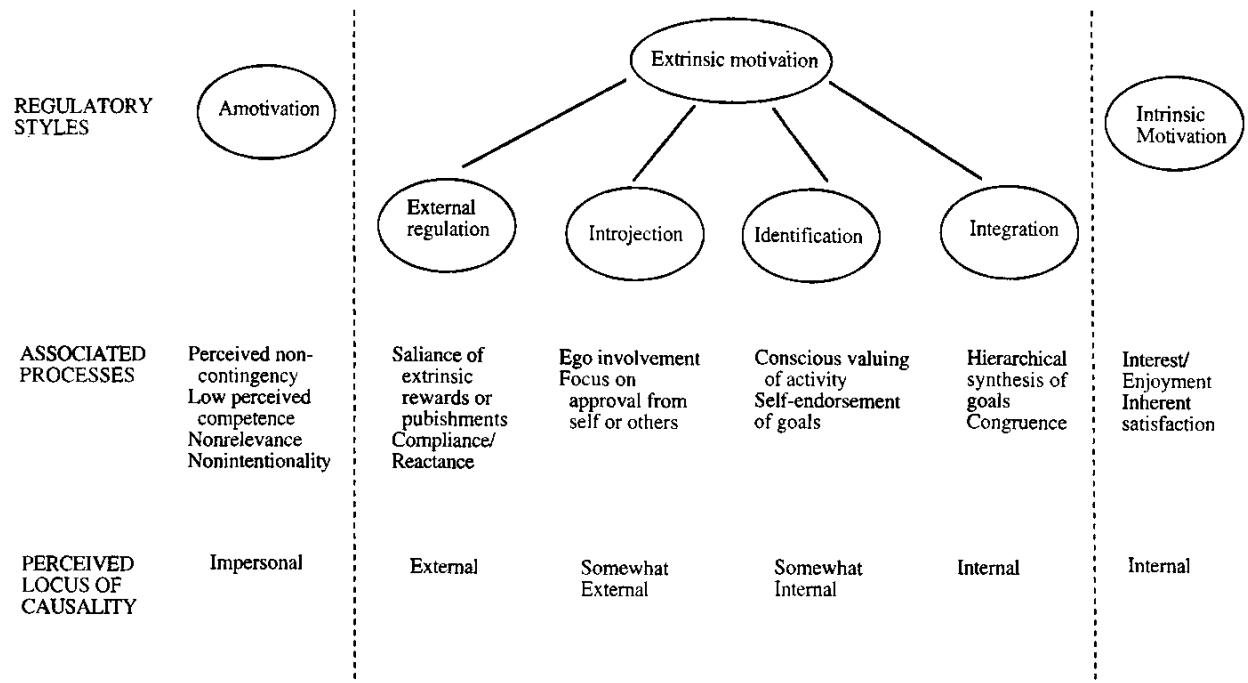


Figure 1 (Intrinsic and Extrinsic; Ryan & Deci, 2000)

As you can see, extrinsic motivation takes many forms, and ranges from external to internal. We will learn why this type of motivation is crucial for lasting participation in a given activity.

Exercise 1

Next to each of the regulatory styles listed below, please name an activity that you would categorize as such:

1. Amotivation:
2. External Regulation:
3. Introjection:
4. Identification:
5. Integration:
6. Intrinsic:

So why does all of this matter?

We want to ensure that whatever goal we are shooting for is in alignment with being an intrinsically or internally regulated motivated activity.

Otherwise, as research and practicality suggests, your desire for such action will significantly diminish or may even disappear entirely.

Ryan and Deci summarize internal versus external regulation, stating, “Subsequent studies have extended these findings concerning types of extrinsic motivation, showing for example that more autonomous extrinsic motivation is associated with greater engagement (Connell & Wellborn, 1990), better performance (Miserandino, 1996), less dropping out (Vallerand & Bissonnette, 1992), higher quality learning (Grolnick & Ryan, 1987), and greater psychological well-being (Sheldon & Kasser, 1995), among other outcomes. Additionally, there appears to be cross-cultural generalizability to the model as presented in Fig. 1 (e.g., Hayamizu, 1997).”

Summary and The Catch

Motivation types are not stagnant. For instance, you may have been amotivated to eat your vegetables as a kid. As an adult, you’ve now become intrinsically or internally extrinsically motivated to eat your veggies. This is an excellent example of the motivation continuum, and how to use it to your advantage. If you are working hard to achieve a goal, or become a certain kind of person, it is a must that you internally regulate these motivations and thus, embody the desire to participate in the necessary activities.

The Exercise

Let's now discover and understand more clearly how you are motivated. We'll start by taking a look at day to day activities or behaviors, and then revisit the goal you opened this session with today. Good luck!

Workspace – Describe five different behaviors, and why and how you are motivated to do them.

Now, think of the one goal you have in mind, and how and why you are motivated to achieve that:

Coming up Next Week...

Defining Association versus Disassociation

This Week's Assignments

First Assignment: When you wake up in the morning, what is the first thing that comes to mind? Don't judge it, or try to influence it differently; just recognize it.

Second Assignment: What is the last thing on your mind before you go to bed? Between now and our next meeting; just write in your notebook the first thing that comes to mind each day, and the last thing that comes to mind each night. Have fun and don't over-think it. See you next week!

*"It's not about being focused; it's about being focused on the right thing,
from the right perspective."*

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Milestone Mind

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