Unit III Essay

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**Motivational Theory Motivating Me**

It cannot be denied almost by no one that every theory and idea of motivation plays a vital and enough huge in the process of motivating one in life. In other words, the role of almost every motivational theory and idea is high in motivating a person in his or her life. While the same is the case with me. It means that the role of almost every motivational theory and idea is significant in motivating me. These theories and ideas have motivated me in different manners and different cases or situations. In addition to it, the role of motivational theories and ideas is credible because it played a positive role in getting me up in several situations. Furthermore, these theories and ideas have not impacted and similarly motivated me but each of them has very varying influences.

As discussed, there are many theories and motivational ideas and all of them have motivated me up to an extent in my life. But it can be found highly effective if things are ranked based on their role, significance, and influence. Hence, the same has been applied here. It means that the motivational theory that has motivated me the most in my life and I consider it as the best motivational theory for myself is the Maslow Hierarchy of Needs Theory. This theory has always affected me in a way that enabled me to come up with better life experiences and achievements. I mean that the Maslow Hierarchy of Needs Theory has always motivated in the way that it made me and still making the individual who prefer to not get satisfied with what achieved (Jonas, 2016). While it made the person who always looks and fights for better in life and goes to achieve more than have at hand.

**Maslow Hierarchy of Needs Theory**

The Maslow Hierarchy of Needs Theory states that individuals are motivated to achieve certain needs and that some needs take precedence over others. This theory finds that there are needs in one’s life that keep the person motivated by requiring him or her to achieve them. These needs are mainly categorized into five main categories by this theory which are;

1. Physiological Needs
2. Safety Needs
3. Love and Belonging Needs
4. Esteem Needs
5. Self-Actualization Needs
* **Physiological Needs**

Physiological Needs includes all of the needs that are the basis for one’s life to live. In short, Physiological Needs include biological needs such as food, water, and clothing, etc. If these needs are not satisfied then one never thinks the safety needs as he/she cannot even live or survive without having these resources at hand. This motivational theory considers these needs as the most important as one wants to have them satisfied them at any cost.

* **Safety Needs**

Safety needs include the needs such protection from elements, order, security, stability, and freedom from problems and fear, etc.

* **Love and Belongingness Needs**

These are the needs that motivate the person to have belongings in life. This means that one wants to love and be loved. This involves the motivation for interpersonal relations. The example of this need mainly includes families, friendships, trust, and acceptance and/or affiliation with a group of people.

* **Esteem Needs**

This includes the needs of oneself esteem such as mastery, achievement, and independence and desires for respect and reputation such as having status, etc. (Jonas, 2016).

* **Self-Actualization Needs**

This involves the realization of self-fulfillment, personal competence, and potential, seeking for growth and success and peak experiences (Wu, 2016). In short, this motivates requires and motivates people “to become everything one is capable of”

This theory has motivated me in my real life but mostly it motivated me in my academics. This theory had done and still doing so because it motivates me to gain knowledge and learn new things in my educational life. In the early stage of education, I was only engaged to study and proceed to higher classes. But with time, I realized that I have to proceed to the next classes by getting better grades. So, at the time when this area has been covered then I started looking for studying extra things. So for that, I started reading general books and newspapers to get engaged with on-time updates and gain historical information (through reading books) to satisfy the need of studying extra materials.

Proceeding further, this theory motivated me to have social connections and interactions with professional people beyond my academics. This was the next need in theory’s terminology (Wu, 2016). So for the purpose to accomplish the need, I began to get engaged in social activities. Here, I started to become a part of seminars, annual programs, and events held in the college and university as participants and organizers. So with this involvement, I meet my teachers, seniors and outside persons (visitors) in an open (formal and informal ‘up to an extent’) so that I created my social connections. The result here is I have more friends and personal association with some teachers which benefit me a lot in different ways.

**Example 1**

The career guidance by business leaders who use this theory has motivated me successfully. This has motivated me because business leaders assist employees to meet their potential as it does empower them by offering increased authority and responsibility. As a result, employees look for something more credible and work harder (Jonas, 2016).

**Example 2**

In a situation where business leaders integrate employees with the company's mission by satisfying their needs, this theory did not work. It did not work because they focus on the organizational objective behind motivating employees but employees worry about their basic needs before fulfilling the company’s mission (Jonas, 2016).

**References**

Jonas, J. (2016). Making Practical Use of Maslow’s Hierarchy of Needs Theory to Motivate Employees: a Case of Masvingo Polytechnic. Journal of Management & Administration, 2016(2), 105-117.

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