Chapter 7 Review

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 This chapter gives an overview of the goals and motives in life and different types of motives. The first level of personality is made up by the dispositional traits, motives and goals are important for the second level. A deeper understanding is developed about human behavior being directed by the goals and motivations. Sigmund Freud gave the concept of psychoanalytic view of human motives about 100 years ago. According to him, human behavior is determined by the aggressive desires and intrapsychic conflicts that arise in daily life. Freud's model divides human psyche into id, ego, and superego. The id follows the pleasure principle, the ego follows the reality principle, and the superego follows the moral voice. Ego serves to solve the conflicts the motivational conflicts, and it is caught between id and superego (Lawrence, 2014). As a result, it serves to reduce the anxiety as the result of repression. These defense mechanisms differ from children to adults. It is the humanistic view of motivation which prioritizes the self-actualizing tendency and conscious behavior. The humanistic theory of personality developed by Carl Rogers urges the psychologists to study the person’s field of conscious experiences. In the same way, the famous theory of Abraham Maslow argued that self-actualization is determined by human needs. The

 In humanistic psychology, intrinsic motivations are valued for one's own self. Material rewards diminish the person's interest in something in which they are rewarded. The self-determination theory developed by Deci and Ryan argues that human beings have an innate quality to take the challenges. The basic human needs such as autonomy and competence motivate an individual intrinsically (Lawrence, 2014). There is also research going on the ways self-determined behavior results in the well-being of an individual and the ways external rewards reduce motivation and morale. Not only this, but several environmental factors also play a key role in the development of certain goals and motives which is studied by Murray. He developed a device that could measure the individual differences in the motives and desires which is referred to as Picture Story Exercise.

Success is determined by the achievement motive which inspires an individual to do well and achieve something. If measured on Murray's device, people with high PSE have more achievement motive, and they are very well directed in their goal-oriented activities. Such people have high gratitude and self-control. In addition, they show the characteristics of entrepreneurship. This developed an understanding that the society which encourages achievement motivation in their people by telling success stories and other means enjoy growth in the long-run. David McClelland also claims that the achievement motivation of society is directly linked with the economic growth of that society.

People who are high in the power motive have characteristics of leadership and aggression. Such people tend to be more active in their groups and direct other behaviors. In addition, individuals having high power motivation may face mental illness due to work stress. Another motive which results in the warm and close relationship with others is intimacy motive. Such people are very loving and take care of their relationships. People who have high intimacy motivation enjoy good mental health. Women are generally high in intimacy motive as compared to the men (Lawrence, 2014). Other lessons learned from the chapter include that studies reveal that the implicit motive for power, intimacy, and achievement is linked with the personal goals. Fulfillment of these goals results in satisfaction and goal conflict results in decreased satisfaction from life. Therefore meaningful goals must be developed that are easy to manage rather than developing goals which are difficult to attain.

# References

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