

# Motivation and Conflict ( Slide 16 Summary)

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## Motivation

- psychological feature that arouses an organism to action toward a desired goal and elicits, controls, and sustains certain goal directed behaviors.
- It may be routed to a **basic need** to minimize physical pain and maximize pleasure, or it may include **specific needs** such as eating and resting, or for a desired object.

## Approaches to Motivation

❓ The instinct approach

❓ The drive-reduction approach

❓ The arousal approach

❓ the incentive approach

❓ The cognitive approach

### The instinct approach :

- Suggests that we are born to be motivated
- Animals, including humans are born with a set of behaviors that steer us to act a certain way so that we could produce certain ends. These are **called instincts**.
- Some are essential to survival.

### The drive-reduction approach:

- Suggests that our body works in a way to keep **its internal homeostasis** maintained.
- E.g if you are hungry, you are motivated to look for food to reduce your hunger drive.

### 2 types of drives:

- 1) Primary drives : related to biological needs ( hunger / thirst )
- 2) Secondary drives : related to needs prior to experience ( achievemen

### The incentive approach :

- Suggests people are motivated to do things because of **external rewards.( E.g students work hard for good grades( reward))**
- • **If the person receives the reward immediately, the effect is greater.**
- **Repetitive action-reward combinations = becomes a habit!**

### The arousal approach :

- If our excitement level is too high, we try to reduce it. If our excitement level is too low, we try to increase it by seeking stimulation.
- Hence; it is **similar to the drive-reduction approach**( We're maintaining homeostasis

### The cognitive approach:

- The cognitive approach to motivation suggests that we are motivated by our thoughts, expectations and goals.

### Motivation can be divided into two types:

- Internal (intrinsic motivation)
- External (extrinsic motivation)

### Intrinsic Motivation:

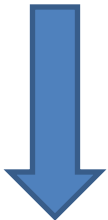
- Refers to motivation that is driven by the **task ITSELF** and exists **within the individual** rather than relying on an external pressure.
- = personally rewarding.
- E.g ✓ Participating in a sport because you find the activity enjoyable.

### Extrinsic Motivation:

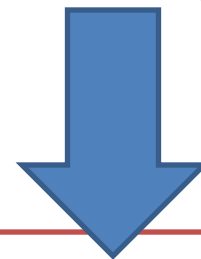
- Performing an activity to attain a certain outcome ( external and from outside of the individual)
- E.g ✓ Studying because you want to get a good grade.

### The Need hierarchy theory

- By Abraham H.Maslow.
- Motivation to satisfy our needs.
- 5 classes:
- Physiological (hunger, thirst, sleep, etc.)
  - Safety/Security/Shelter/Health
  - Belongingness/ Love/Friendship
  - Self-esteem/Recognition/Achievement
  - Self-actualizations



Listed from least complex  
to most complex



### Motivational theories

### Unconscious motivation:

- Some psychologists believe that a significant portion of human behavior is energized and directed by unconscious motives.

## Conflict

- Psychological
- Often unconscious
- Clash of interests, values, directions and actions.
- Mental struggle arising from opposing demands.
- 2 or more motives that cannot be solved together.

There are four main types of conflict: ▪

1. Man Vs. Man

problem with another character

2. Man vs. Society

problem with the laws or beliefs of a group

3. Man vs. Nature

problem with force of nature

4. Man vs. Himself

problem with deciding what to do or think

### Common conflict situations

Common Conflict situations:

➤ Approach-Approach

➤ Approach-Avoidance

➤ Avoidance- Avoidance

**Approach-Approach** : conflict **between two desired gratifications** as when a youth has to choose between two attractive and practicable careers, may lead to some vacillation but **rarely to great distress**.

**Approach-Avoidance** : An individual, for example, may want to go to play football to feel that he belongs to a group and does what his friends do. But he may be a clumsy player and sensitive to the real or imagined ridicule of his fellows. Therefore, he also has a motive to avoid the game to escape humiliation. He is in a dilemma; whether he goes or stays **he will experience distress**.

**Avoidance-Avoidance**: A man may dislike his job intensely but fear the threat of unemployment if he quits.

### Psychological consequences of conflicts

- conflicts that involve intense threat or fear are not solved readily but make the person feel helpless and anxious.
- Hence, Subsequent adjustments may then be directed more to the relief of anxiety than to the solution of real problems.

## Conscious versus Unconscious conflicts

- Many strong impulses—such as fear and hostility—are so much disapproved by the culture that a child soon learns not to acknowledge them, even to himself.
- • When such impulses are involved in a conflict, the person is anxious but does not know why.
- • He is then less able to bring rational thinking to bear on the problem.

Thank you.

I apologize for any mistakes from within my summaries.