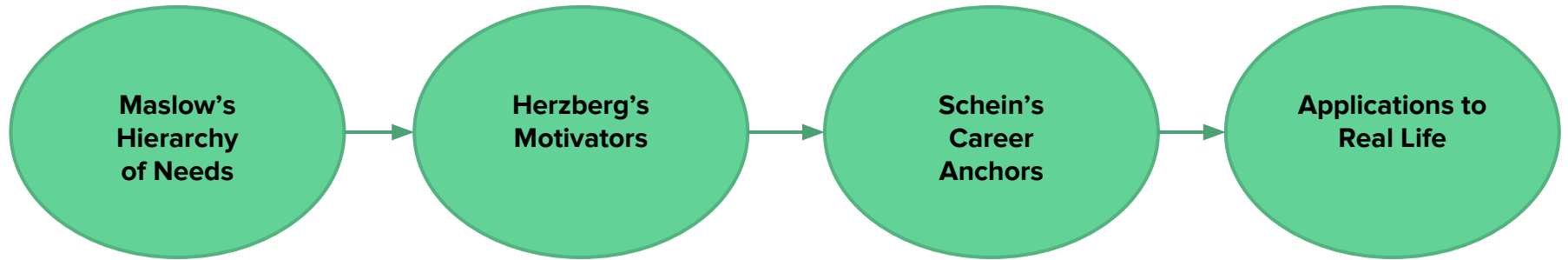


Motivation

```
public Class css350 {  
  
    public static void main (String[] args)  
    {  
  
        System.print.out("Hello World!");  
  
    }  
}
```

Content Breakdown



Maslow's Hierarchy of Needs



Maslow's Hierarchy of Needs

Motivation is the result of a person's attempt to fulfill these five basic needs



Maslow's Theory in Real Life

Maslow's theory is always working in the background, even if all our needs have been satisfied.

Our needs are always changing.

A meme featuring a close-up of the character Moss from the British sitcom 'The IT Crowd'. He is wearing his signature glasses and a light blue shirt with a dark tie. He has a skeptical or disbelieving expression on his face. In the background, another person is visible, slightly out of focus.

ALL YOU NEED IS LOVE

**FALSE, ACCORDING TO MASLOW'S
HIERARCHY OF NEEDS, FOOD, WATER, AND
AIR ARE ALL THAT IS NEEDED**

makeameme.org

Herzberg's Motivational Factors



Herzberg's Motivational Factors

Motivators- Factors that make jobs satisfying

Hygiene Factors - Factors that make jobs less dissatisfying

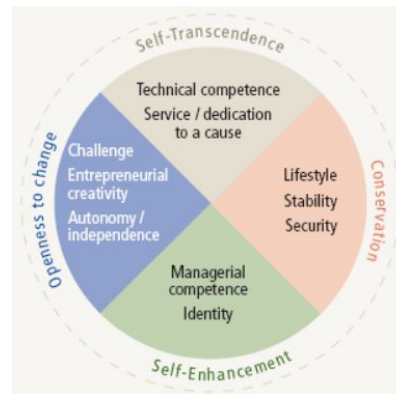
Hygiene Maintenance Factors	Motivators and Growth Needs
<ul style="list-style-type: none">• Salary, status and security• Company policies and administration• Supervision• Work environment and interpersonal relations	<ul style="list-style-type: none">• Growth and advancement to higher level tasks• Achievement• Recognition for achievement• Interest in the task• Responsibility for enlarged task
Source: Frederick Herzberg et al., Motivation to Work (New York: John Wiley, 1959), p.81	

Schein's Career Anchors



Schein's Career Anchors

Career Anchor - self-perceived talents, abilities, motives, and values



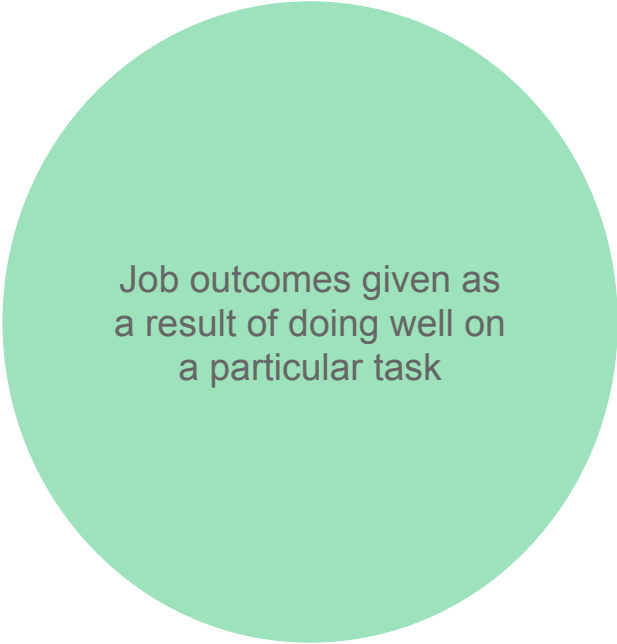
Find your fit to stay motivated:

- **Managerial Anchor**
 - Managerial and analytical competence
- **Technical-Functional Anchor**
 - Motivated by technical challenges in their field
- **Security-Stability Anchor**
 - Looking for the long-term, stable job
- **Entrepreneurial-Creativity Anchor**
 - Need to create something they believe in
- **Autonomy-Independence Anchor**
 - Own rules, own pace, own standards
- **Lifestyle Anchor**
 - Integrate the job into their life, not the other way around
- **Service-Dedication Anchor**
 - Need to contribute to important issues
- **Pure Challenge Anchor**
 - Must solve the Impossible Problem, regardless of what skills, technology, or job is needed

Application of Motivational Models to Real Life


Extrinsic and Intrinsic Motivators

Extrinsic



Job outcomes given as
a result of doing well on
a particular task

Intrinsic



Take place on the job
and help us enjoy
working

Barriers to Motivation



Aggression

Regression

Fixation

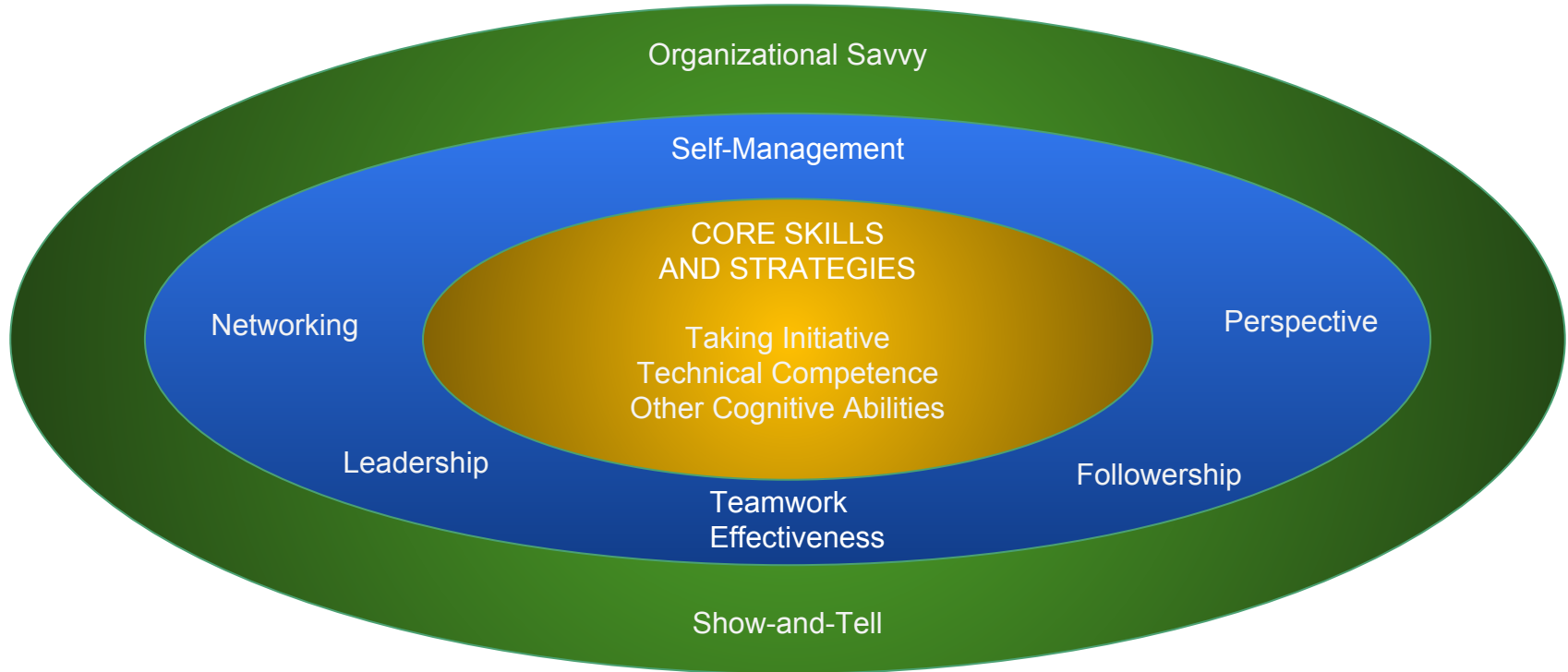
Resignation

Withdrawal

Barriers to Motivation



The Nine Work Strategies



Core Skills and Strategies

- Taking Initiative
- Technical Competence
- Other Cognitive Abilities

Primary Skills and Strategies

- Self-Management
- Perspective
- Followership
- Teamwork Effectiveness
- Leadership
- Networking

Secondary Skills and Strategies

- Organizational Savvy
- Show-and-Tell



Source: <http://www.mindandmouth.com/taking-initiative-at-work/>

Activity



Question 1

Give an example of what self-actualization looks like for an individual?

Question 2

A manager decides to bring in donuts every Monday morning for his team so that they can start off the week right. Is this an **intrinsic** and **extrinsic** motivator? What is the difference between the two?

Question 3

Name five career anchors. What's your anchor?

What Motivates You?

The column with the highest total represents your primary motivation style.

The column with the second-highest total is your secondary motivation style.

If you are **goal-oriented**, you probably reach for your goals through a direct and obvious route. This might lead you to a reference book, your computer, or to call an expert—whatever means is available. You usually prefer meeting in-person when it's the most effective method and don't find learning, itself, much fun.

If you are **relationship-oriented**, you take part in learning mainly for social contact. When you meet and interact with people, you learn things along the way. You may not like working independently or focusing on topics (separately from the people) because that doesn't give you the interactivity you crave.

If you are **learning-oriented**, the practice of learning, itself, drives you. You search for knowledge because learning delights you and you may become frustrated by anything that requires you to spend more time following procedures than on actual learning.

Recognition as a Motivator

In your teams, recognize each person for their special contributions to the team. Share the following with the class:

- What qualities repeatedly earned recognition?
- How has individual contribution affected the team dynamic?