



## Reading &gt; Lesson 8: Completing Summaries/Charts &gt; Exercise 8.2

**FOCUS:** Completing charts ("schematic tables") about passages.

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**DIRECTIONS:** Read the passage. Match the answer choices on the right side of the screen to the correct category on the left side of the screen by dragging the choices to the blanks next to the bullet points. For charts with seven choices, two will not be used. For the chart with ten choices, three will not be used.



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## Motivation and Behavior



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Understanding what motivates a person's behavior is central to the study of psychology. An individual's behavior stems from a number of external and internal forces that drive him or her. Psychologists have recognized two basic types of motivation that aid in understanding these drives. Intrinsic motivation originates within individuals themselves and is largely subjective. External motivation, on the other hand, originates outside of individuals and is largely objective, consisting of observable, tangible rewards. Most everyone acts by a combination of intrinsic and extrinsic motivation.

Intrinsic motivation originates within a person. It results in intangible rewards such as self-esteem or enjoyment that we may get from hobbies, intellectual or artistic pursuits, or volunteer work. Regardless of what the act is, it must have no obvious immediate external benefit for the person in order to be intrinsic. In short, the person must enjoy doing the action for the sake of doing the action. For example, people who garden often love to practice their hobby despite time, expense, or weather. To others, however, it's much cheaper, faster, and simpler to buy vegetables or flowers. If gardening is time-consuming and difficult, why would gardeners continue to garden? They enjoy it on a fundamental level, independent of its material benefit to them. Gardening gives them joy, peace of mind, or other similar intangible rewards. As such, psychologists would say that they are intrinsically motivated to garden.

Alternatively, extrinsic motivation has objective, tangible benefits to the individual. Financial benefits are one common example of an objective reward. For example, relatively few people enjoy their jobs enough to continue employment if they are not paid for it, but the pay keeps them motivated to work. A raise in pay or position, good grades, prizes or awards, and social recognition are other examples. The key element of extrinsic motivation is that if the tangible benefits of the action are removed, the individual will stop doing it. Interestingly, an action that might otherwise be driven by intrinsic motivation can change into extrinsic motivation if an individual is tangibly rewarded for doing it. If, for instance, a person enjoys programming computers in his or her free time but is hired to do so and receives pay for it, the person will eventually stop programming computers during free time because he or she will now expect an objective reward for doing so.

Understanding motivation is helpful in a number of ways. It **behooves** employers to find workers that are passionate about the work they will be doing--a passionate employee is more productive and has higher morale. At the same time, employers must be careful not to overemphasize the extrinsic benefits of the job to workers so that they don't lose their original passion for the work. Psychologists have also found that emphasizing the extrinsic benefits of actions to children will **condition** them to expect rewards from any action they perform. Children that are taught to approach all activity according to its extrinsic benefit tend to have a narrow focus in life and are often chiefly concerned with making money, not with finding activities that fulfill deeper needs or that they genuinely enjoy.

The benefit of understanding motivation is immediately evident in our own lives. If we can consider our own motivation for an action, we can find activities that we are passionate about and derive greater satisfaction from doing. Striking a balance between intrinsic and extrinsic motivation is important for psychological health.

[View Text](#)[Review](#)[Continue](#)**1** Motivation and Behavior**Intrinsic Motivation****Extrinsic Motivation**