The Good, The Bad, The Ugly: Explaining Altruistic & Egoistic Motives

Why do people get involved? Motivations for Volunteerism and Other Forms of Social Action

Chapter 5

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**Learning Objectives**

* Identify the key benefits of volunteering, including personal and professional growth, community engagement, and social impact.
* Define the concept of goal setting and describe the importance of setting clear goals and developing a plan to achieve them.
* Explain the concept of growth mindset and describe how it can help individuals overcome obstacles and achieve their goals.
* Discuss the importance of surrounding yourself with positive and supportive people and describe strategies for building and maintaining these types of relationships.
* Identify common obstacles that can prevent individuals from achieving their goals and develop strategies for overcoming these obstacles.

**Why get involved?**

We all know that motivation is something you must work to sustain. Action and being whiling is the first step of getting involved. Prosocial behavior is any action intended to benefit others, such as helping, sharing, cooperating, comforting, and volunteering. It can be shown in many different forms, such as donating money to charity, volunteering at a homeless shelter, helping a stranger in need, or comforting a friend who is going through a tough time. Prosocial behavior is a great thing because it helps promote social harmony, strengthens social bonds, and contribute to the greater good of society.In society we have normalized prosocial behavior in different ways that we may overlook at times such as holding the door open for others, saying “please” and thank you” tipping serve workers, and donating to charity. These kinds of actions are shown as being polite, respectful, and socially responsible, and are valued by many cultures around the world. By encouraging prosocial acts this can create caring, compassionate, and cooperative society.

**Motivation Theories:** 

Self-Determination Theory is a motivational theory that proposes that humans have three basic needs: autonomy, competence, and relatedness. STD suggests that when these needs are met, people are more likely to be motivated, engaged, and satisfied with their lives.

Intrinsic and extrinsic motivation are the two key words in SDT. Intrinsic refers to natural desire to engage in an activity for its own sake such as it being interesting, enjoyable, or even satisfying. Extrinsic motivation can refer to the desire to engage in an activity for external awards or pressures such as being in grad school, grades, or even social approval.

Intrinsic motivation however can be more likely to be beneficial for individuals because it can lead to greater engagement, creative, and one’s well-being. Intrinsic motivation is associated with a sense of autonomy, competence, and relatedness which are three of the basic psychological needs proposed by SDT. Extrinsic motivation however can undermine intrinsic motivation if it is perceived as controlling or manipulative.

Extrinsic motivation can be internalized, which means it can become more automous and integrated into ones sense of self. This internalization can happen when extrinsic rewards or pressures are perceived as supportive of ones automy, competence and relatedness needs rather than controlling and manipulative.

Overall SDT provides a useful framework for understanding how motivation works, and how it can be fostered and supported in different contexts. By promoting intrinsic motivation and supporting the three psychological needs by SDT, individuals and organizations can create more engaging, satisfying, and meanful experience for themselves and others.

There have been many studies that have examined the concepts of intrinsic and extrinsic motivation, as well as the three basic psychological needs proposed by SDT. **Here are a few examples of such studies:**

* Deci, E. L., Koestner, R., & Ryan, R. M. (1999). A meta-analytic review of experiments examining the effects of extrinsic rewards on intrinsic motivation. Psychological Bulletin, 125(6), 627-668.

This meta-analysis examined the effects of extrinsic rewards on intrinsic motivation across 128 experiments. The results showed that tangible rewards tended to undermine intrinsic motivation, whereas verbal rewards tended to enhance it. The authors concluded that extrinsic rewards can have both positive and negative effects on intrinsic motivation, depending on the nature and context of the rewards.

* Ryan, R. M., & Deci, E. L. (2000). Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being. American Psychologist, 55(1), 68-78.

This article provides an overview of SDT and its implications for motivation, social development, and well-being. The authors argue that intrinsic motivation is more beneficial than extrinsic motivation, and that it is fostered by the satisfaction of the three basic psychological needs proposed by SDT. The article also discusses the role of autonomy-supportive environments in promoting intrinsic motivation and well-being.

* Niemiec, C. P., Ryan, R. M., & Deci, E. L. (2009). The path taken: Consequences of attaining intrinsic and extrinsic aspirations in post-college life. Journal of Research in Personality, 43(3), 291-306.

This study examined the consequences of pursuing intrinsic and extrinsic aspirations in post-college life. The results showed that individuals who pursued intrinsic aspirations (e.g., personal growth, community involvement) reported higher well-being, vitality, and self-esteem, whereas those who pursued extrinsic aspirations (e.g., wealth, fame, image) reported lower well-being and more negative affect. The authors concluded that intrinsic aspirations are more conducive to psychological health and well-being than extrinsic aspirations.

**Intrinsic motivation:** This refers to the inherent enjoyment and interest in an activity, rather than the external rewards or consequences of the activity. A current study that is examining intrinsic motivation is:

Vansteenkiste, M., Simons, J., Lens, W., Sheldon, K. M., & Deci, E. L. (2004). Motivating learning, performance, and persistence: The synergistic effects of intrinsic goal contents and autonomy-supportive contexts. Journal of Personality and Social Psychology, 87(2), 246-260.

This study examined the effects of intrinsic goal contents and autonomy-supportive contexts on learning, performance, and persistence in a sample of Belgian high school students. The results showed that students who pursued intrinsic goals (e.g., personal growth, community involvement) in an autonomy-supportive context reported higher levels of intrinsic motivation, learning, performance, and persistence. The authors concluded that intrinsic motivation is fostered by the satisfaction of the three basic psychological needs proposed by SDT, particularly autonomy.

**Extrinsic motivation:** This refers to the external rewards or consequences of an activity, such as money, grades, or praise. A current study that is examining extrinsic motivation is:

Cameron, J., Banko, K. M., & Pierce, W. D. (2001). Pervasive negative effects of rewards on intrinsic motivation: The myth continues. The Behavior Analyst, 24(1), 1-44.

This study examined the effects of tangible rewards on intrinsic motivation in a sample of children who were asked to draw pictures. The results showed that children who were promised a reward for drawing tended to spend less time drawing and produced lower quality drawings than children who were not promised a reward. The authors concluded that extrinsic rewards could undermine intrinsic motivation by reducing the perceived autonomy and competence of the individual.

**Basic psychological needs:** These refer to the universal needs for autonomy, competence, and relatedness that are proposed by SDT. A current study that is examining basic psychological needs is:

Van den Broeck, A., Vansteenkiste, M., De Witte, H., & Lens, W. (2008). Explaining the relationships between job characteristics, burnout, and engagement: The role of basic psychological need satisfaction. Work & Stress, 22(3), 277-294.

This study examined the relationships

**Conclusion:**

The conclusion of the paragraphs is that autonomy, competence, and relatedness are key factors that contribute to intrinsic motivation. Autonomy refers to the sense of control and choice that individuals have over their own lives and actions; competence refers to the sense of mastery and achievement that individuals experience when they successfully complete a task or activity; and relatedness refers to the sense of connection and belongingness that individuals experience when they feel close to others. These factors are important for fostering intrinsic motivation, which is the drive to engage in an activity for its own sake, rather than for external rewards or pressures

**Key take aways:**

Overall, I think the key takeaway is that people get involved in social action for a variety of reasons, including a desire to make a positive impact, a sense of connection with others, and a desire to learn and grow. One reason people get involved in social action is because they want to make a positive difference in the world. For example, volunteering at a local food bank can help provide meals to people who might not otherwise have enough to eat. By getting involved, people can see the impact of their actions and feel like they're making a meaningful contribution to their community.

**Discussion Activity:**

**Conversational Questions:**

1. What motivates you to volunteer, and how do you think volunteering can benefit both individuals and communities?

2. How do you define success, and what steps do you take to achieve your goals?

3. What are some strategies you use to stay motivated and focused when facing challenges or setbacks?

**Knowledge Questions:**

1. How does volunteering contribute to personal and professional growth, and what specific skills and experiences can individuals gain through volunteering?

2. What are some common obstacles that can prevent individuals from achieving their goals, and what strategies can be used to overcome these obstacles?

3. How can surrounding yourself with positive and supportive people help you stay motivated and inspired, and what are some ways to build and maintain these types of relationships?

**Importance of Volunteering**

Volunteering comes with a lot of healthy satisfactions that have a bigger impact in our life then we notice. It not only benefits community, but also provides us more of a greater natural sense of accomplishment by feeling a sense of purpose. It also helps with meeting new friends and gives you opportunities to meet people with same interest as you. Not only all of these great features but there are so many incredible rewards with volunteering that not many people come to realization how beneficial it is with not only your personal growth but also the growth in society. Community involvement, service learning and youth led projects are all valuable activities for participants and those who benefit from it.

Research for the Russel Commission found that wile young people are particularly motivated by desire to gain experience, skills, references and qualifications, altruistic notices are also important to them. The Commission concluded that more could be done to make young people aware of the benefits in volunteering. Without young people having knowledge of volunteering and how volunteering is beneficial then it’s less likely to want to volunteer.

Handy, F., Hill, A. M., & Hemming, K. (2015). The role of volunteering in active citizenship: An analysis of volunteering in the 2012-2013 Eurobarometer survey. Voluntary Sector Review, 6(2), 133-150. doi: 10.1332/204080515X14296961565383

1. Wilson, J., & Musick, M. (1997). Who cares? Toward an integrated theory of volunteer work. American Sociological Review, 62(5), 694-713. doi: 10.2307/2657354
   1. **Thesis statement**

Volunteering is an essential activity that provides both personal and societal benefits, including a sense of purpose, community engagement, skill development, and social impact. While many individuals recognize the value of volunteering, it is important to raise awareness about these benefits, particularly among young people who may not be aware of the opportunities available to them. By promoting the benefits of volunteering, we can encourage more young people to participate in volunteer activities and make a positive impact on their communities.

II**. Role of Volunteering in Motivation**

1. **Definition of Motivation**- Motivation can be defined as the driving force of ones inner self it directs, energizes, and sustains a person’s behavior toward achieving a goal or object. Motivation is the process which guides, initiates, and maintains goals. Internal and external stimuli helps stimulate certain behaviors or actions. Internal motivation can be influenced by many different factors as personal values, beliefs, needs, interests, rewards as for external motivations can be influenced by social norms, culture, and economic conditions.
2. **Relationship between volunteering and motivation**- Motivation and volunteering come hand to hand for various reason. People who volunteer can have a sense of personal fulfillment, social connections, skill-building, and it also can help with career advancement. These motivation can also be intrinsic by having personal values and believe just as for extrinsic such as rewards that you gain from volunteering. When volunteering it gives you a sense of purpose that many people tend to search for in other various ways. Volunteering is just a good deed that influences ones self esteem, improves mental health, and it can also help with social interactions.
3. **How volunteering can increase motivation- There are many ways volunteering increases motivation.**

Volunteering can increase motivation in several ways. Firstly, volunteering can provide a sense of fulfillment and purpose by allowing individuals to use their skills and talents to help others. This can lead to a greater sense of satisfaction and self-worth, which can translate into greater motivation in other areas of life. Secondly, volunteering can help individuals build connections with others in their community, which can lead to increased social support and a sense of belonging. This can be especially important for those who may be feeling isolated or disconnected from others. Thirdly, volunteering can provide opportunities for individuals to learn new skills, which can be beneficial both personally and professionally. By challenging themselves in new ways and learning new things, individuals can increase their confidence and sense of self-efficacy, which can translate into greater motivation to pursue their goals in other areas of life. Finally, volunteering can provide a sense of perspective and gratitude, by allowing individuals to see firsthand the challenges faced by others and the impact that they can have on the lives of others. This can help individuals to appreciate what they have and to feel more motivated to make a positive difference in the world.

**III. Benefits of Volunteering**

1. **Personal benefits-**

The personal benefits of volunteering can be numerous. Firstly, volunteering can provide a sense of fulfillment and purpose by allowing individuals to use their skills and talents to help others. This can lead to increased self-esteem and a greater sense of self-worth, which can translate into greater motivation and satisfaction in other areas of life. Secondly, volunteering can provide opportunities for individuals to learn new skills and gain valuable experience, which can be beneficial both personally and professionally. By challenging themselves in new ways and learning new things, individuals can increase their confidence and sense of self-efficacy, which can translate into greater success in other areas of life. Thirdly, volunteering can help individuals build connections with others in their community, which can lead to increased social support and a sense of belonging. This can be especially important for those who may be feeling isolated or disconnected from others. Fourthly, volunteering can provide a sense of perspective and gratitude, by allowing individuals to see firsthand the challenges faced by others and the impact that they can have on the lives of others. This can help individuals to appreciate what they have and to feel more motivated to make a positive difference in the world. Finally, volunteering can be a fun and rewarding experience, allowing individuals to meet new people, try new things, and make a positive impact in their community.

1. **Professional benefits-**

Volunteering can also have many professional benefits. Firstly, volunteering can provide opportunities for individuals to gain valuable experience and develop new skills that can be beneficial in their careers. By taking on new challenges and responsibilities, individuals can develop their problem-solving, communication, and leadership skills, which can be valuable in a wide range of professions. Secondly, volunteering can help individuals build their professional networks, by allowing them to meet and work with others in their field or in related fields. This can lead to new job opportunities, recommendations, and other professional connections. Thirdly, volunteering can help individuals gain exposure to new industries or fields, which can be helpful for those who are considering a career change or who are looking to expand their professional horizons. Fourthly, volunteering can provide a sense of purpose and meaning that can be beneficial for those who may be feeling unfulfilled or unsatisfied in their current jobs. By providing an opportunity to make a positive difference in the world, volunteering can help individuals to feel more motivated and engaged in their work. Finally, volunteering can be a great way to demonstrate one's commitment to social responsibility and community involvement, which can be attractive to potential employers and can help individuals stand out in a competitive job market.

1. **Social benefits**

Volunteering can also have many social benefits. Firstly, volunteering can help individuals build connections with others in their community, which can lead to increased social support and a sense of belonging. By working alongside others towards a common goal, individuals can develop strong bonds and friendships that can last a lifetime. Secondly, volunteering can help individuals develop a greater understanding and appreciation of different cultures and perspectives. By working with people from diverse backgrounds, individuals can learn about different customs, beliefs, and ways of life, which can help to broaden their horizons and increase their empathy and compassion for others. Thirdly, volunteering can help to strengthen communities by bringing people together and addressing important social issues. By working to improve the lives of others, individuals can help to create a more just and equitable society, which can benefit everyone. Fourthly, volunteering can be a great way to have fun and meet new people. By participating in group activities and events, individuals can enjoy new experiences and make memories that will last a lifetime. Finally, volunteering can be a powerful way to make a positive impact in the world and to leave a lasting legacy. By contributing their time, skills, and resources to important causes, individuals can help to create a better world for future generations.

**IV. Ways Volunteering Can Increase Motivation**

Volunteering can be a powerful way to increase motivation in many different ways. Firstly, volunteering can provide individuals with a sense of purpose and fulfillment that can be difficult to find in other areas of life. By contributing their time and skills to important causes, individuals can feel like they are making a meaningful difference in the world, which can be incredibly motivating. Secondly, volunteering can provide individuals with opportunities to build new skills and gain valuable experience that can be beneficial in their personal and professional lives. By taking on new challenges and responsibilities, individuals can develop their problem-solving, communication, and leadership skills, which can be empowering and motivating. Thirdly, volunteering can provide individuals with opportunities to network with others in their community or in their field of interest. By meeting new people and building relationships, individuals can expand their social and professional circles, which can be helpful for finding new opportunities and gaining new perspectives. Finally, volunteering can be a great way to receive recognition and appreciation for one's efforts. By contributing to important causes and making a positive impact in the world, individuals can feel valued and appreciated, which can be incredibly motivating.

**VI. Conclusion**

In conclusion, volunteering can have many personal and professional benefits, as well as benefits for the community and the world at large. Through volunteering, individuals can build new skills, gain valuable experience, make new connections, and contribute to important causes. Additionally, volunteering can provide individuals with a sense of purpose, fulfillment, and recognition, which can be incredibly motivating. Given these benefits, we encourage everyone to consider volunteering in their community or in an area of interest. Whether it's volunteering at a local shelter, participating in a community cleanup, or joining a nonprofit organization, there are many ways to get involved and make a positive impact. Not only can volunteering be a great way to give back, but it can also be a powerful way to grow personally and professionally. So if you're looking for a way to make a difference in the world while also building new skills and gaining valuable experience, we encourage you to consider volunteering today!

I. Introduction A. Explanation of volunteering No references needed for this section, as it is general knowledge and does not require citation.

B. Importance of volunteering

1. Handy, F., Hill, A. M., & Hemming, K. (2015). The role of volunteering in active citizenship: An analysis of volunteering in the 2012-2013 Eurobarometer survey. Voluntary Sector Review, 6(2), 133-150. doi: 10.1332/204080515X14296961565383
2. Wilson, J., & Musick, M. (1997). Who cares? Toward an integrated theory of volunteer work. American Sociological Review, 62(5), 694-713. doi: 10.2307/2657354

C. Thesis statement No references needed for this section, as it is your original idea and does not require citation.

II. Role of Volunteering in Motivation A. Definition of motivation

1. Ryan, R. M., & Deci, E. L. (2000). Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being. American Psychologist, 55(1), 68-78. doi: 10.1037/0003-066X.55.1.68
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C. How volunteering can increase motivation

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III. Benefits of Volunteering A. Personal benefits

1. Hill, P. L., & Allemand, M. (2011). Personality and successful aging. In K. W. Schaie & S. L. Willis (Eds.), Handbook of the psychology of aging (7th ed., pp. 249-262). Elsevier.
2. Omoto, A. M