

# Fear of Failure in Motivation

- Fear of failure at school can negatively affect a student's motivation and attitude to learn.
- those who had developed a fear of failure at an early age were more likely to adopt goals (like master the material presented in this class or to avoid doing worse than other students') to validate their ego rather than for their own personal interest and development.
- These students were also less likely to use effective learning strategies and more likely to cheat.

# Motivation at Work

- Flow

- a completely, involved, focused state of consciousness, with diminished awareness of self and time, resulting from optimal engagement of one's skills
- Concept thought of by **Mihaly Csikszentmihalyi** while he watched artists work

# Motivation at Work

- **Personnel Psychology**
  - sub-field of I-O psychology that focuses on employee recruitment, selection, placement, training, appraisal, and development
- **Organizational Psychology**
  - Sub-field of I-O psychology that examines organizational influences on worker satisfaction and productivity and facilitates organizational change

# Motivation at Work

- **Structured Interview**
  - process that asks the same job-relevant questions of all applicants
  - rated on established scales
- **Achievement Motivation**
  - a desire for significant accomplishment
    - for mastery of things, people, or ideas
    - for attaining a high standard

# Motivation

- Task Leadership
  - goal-oriented leadership that sets standards, organizes work, and focuses attention on goals
- Social Leadership Style
  - group-oriented leadership that builds teamwork, mediates conflict, and offers support

# When Motives Conflict

- Approach-Approach Conflict
  - Choice between two good things
- Avoidance-Avoidance Conflict
  - Choice between two bad things
- Approach-Avoidance Conflict
  - Choice that has both positive and negative characteristics



# Motivation

- Theory X

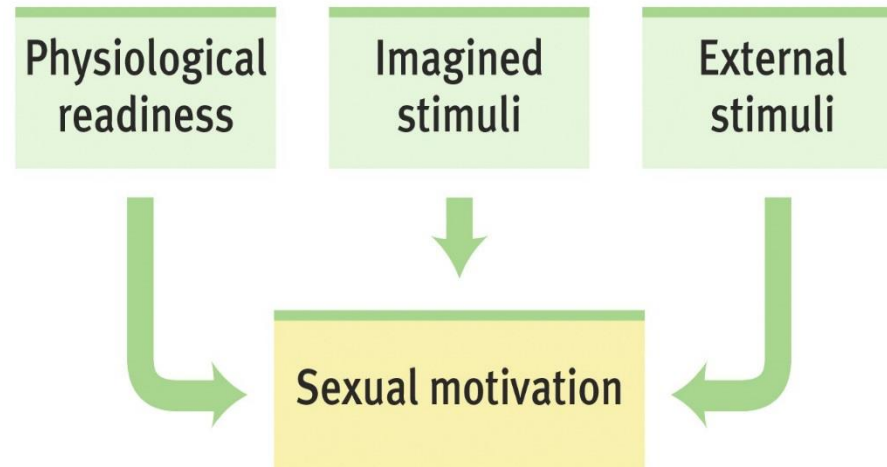
- assumes that workers are basically lazy, error-prone, and extrinsically motivated by money
- workers should be directed from above

- Theory Y

- assumes that, given challenge and freedom, workers are motivated to achieve self-esteem and to demonstrate their competence and creativity

# Sexual Motivation

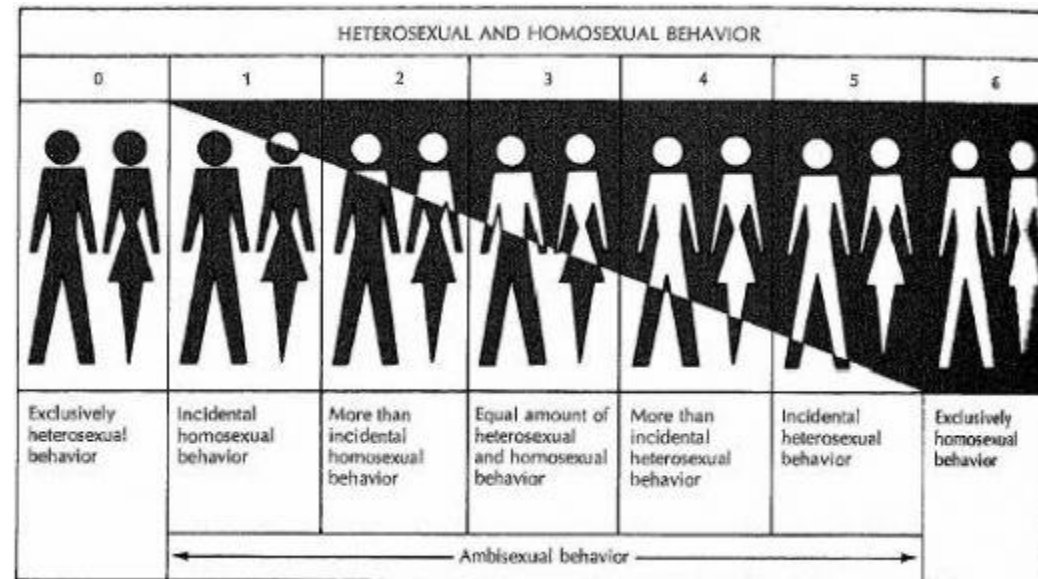
- Sex
  - a physiologically based motive (testosterone, limbic system, pheromones)
  - but it is more affected by learning and values





# Kinsey's Studies

- Confidential interviews with 18,000 people (in early 1950's).
- ***Surveys studied sexual behavior in males and females***
- Asked questions about everything imaginable... penis length, breast sizes, number of sexual partners, homosexual relationships, etc.
- Scale of sexuality....0 to 6 where 0 is exclusively heterosexual and 6 homosexual and 7 is asexual.

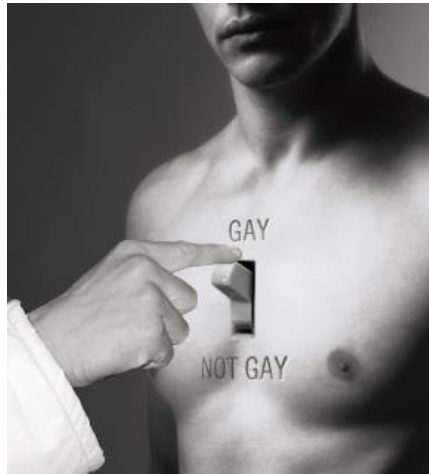


# Masters and Johnson Study

- During the late 50s and early 60s, they attached people to recording equipment and measured physical responses during sex
- 382 females and 312 males were studied physiologically during sex



After their research was done they ran an institute that claimed to turn gay people straight.



# Sexual Orientation

An enduring sexual attraction toward members of either one's own gender or the other gender.

- New research shows that women tend to have a much higher bisexual attraction than men

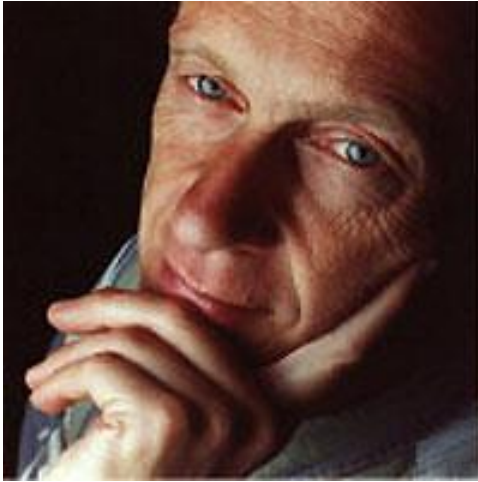


# How is Sexual Orientation Determined

- There has been NO evidence that sexuality is socially determined.
- Kids raised by gay parents are no more likely to be gay than if they were raised by hetero parents.
- Same-sex relations have been observed in penguins, grizzlies, gorillas, monkeys, flamingos, and owls among others
- Thus it is likely biologically determined.

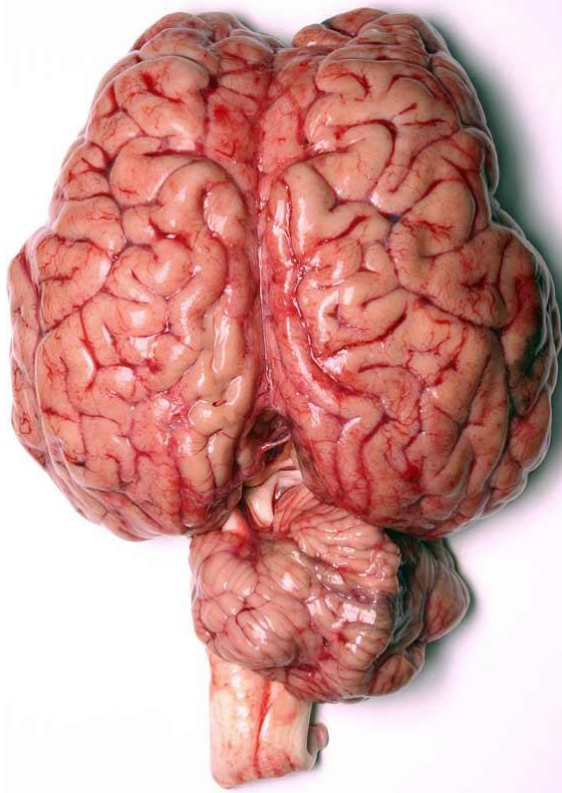






# The Brain

- Simon LeVay discovered that there is a cluster of cells in the hypothalamus that is larger in heterosexual men than in heterosexual women or homosexual men.



# Prenatal Environment

- hormonal levels in the prenatal environment have also shown to play role (more male hormones = more likely to be a straight male).
- We have created homosexual male fruit flies and lesbian sheep!!!

