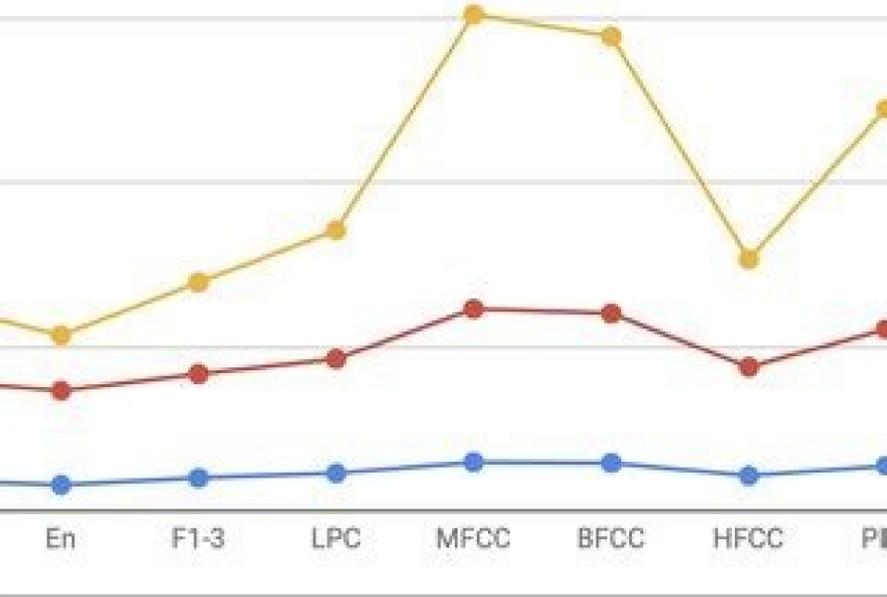


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Individual subscriptions and access to Questia are no longer available. We apologize for the inconvenience and are here to help you find similar resources. As the world of education changes, Gale continues to adapt to the needs of clients and users. We offer many other regular resources and databases that have been recently improved so that everyone can find them easier and faster. Ambition, goals, confirmed by Psychology Today Employee motivation is the desire to act in the service of a goal. It is a key element in setting and achieving our goals. Motivation is one of the driving forces of human behavior. This encourages competition and creates social bonds. Its absence can lead to mental illnesses such as depression. Motivation includes the desire to keep finding meaning, purpose, and worth living. People often have multiple motives for engaging in the same behavior. Motivation can be external, when a person is inspired by external forces - other people or rewards. Motivation can also be intrinsic, where inspiration comes from within—the desire to excel in a particular activity. Intrinsic motivation tends to push people harder, and accomplishments bring more rewards. One of the frameworks used to understand motivation is the hierarchy of needs proposed by the American psychologist Abraham Maslow in 1943. According to Maslow, people are initially motivated to improve and strive to show their full potential - self-actualization - through the gradual satisfaction of needs and their satisfaction. Several levels of needs, from the most basic, such as food and security, to higher-level needs, such as love, belonging, and self-worth. Finally, Maslow extended this theory to the need for self-transcendence: people reach their peak of development and find the highest meaning of life by dealing with things outside themselves. Although the universality of Maslow's theory has been questioned, many believe that it reflects the basic principles about human motivation. Motivation can come from a variety of sources. People can be motivated by extrinsic incentives, such as the motivation to work for pay, or intrinsic pleasure, such as the motivation to create art in their free time. Other sources of motivation include curiosity, autonomy, asserting one's identity and confidence, building a positive self-image, and avoiding potential losses. Intrinsic motivation is a drive that comes entirely from within; it is not tied to an expected reward, deadline, or external pressure. For example, people who are intrinsically motivated to run do so because they enjoy running and it is an important part of their personality. Extrinsic motivation can increase motivation in the short term, but over time it can weaken it and even backfire. On the contrary, intrinsic motivation is powerful because it is integrated into the identity and serves as a continuous source of motivation. Extrinsic motivation is any reason why someone works other than the joy of the work itself. Anything that is promised for completing a task or received as a result of completing a task is an extrinsic motivator. According to psychologist Victor Vroom's research, an extrinsic motivator needs three elements to be successful: expectancy (the belief that increased effort will improve performance), instrumentality (the belief that better work will be noticed and rewarded), and valence (desire), to the promised reward. article continued after statement Achieving a goal is a process. All elements of this process deserve attention to ensure success, from setting the goal, overcoming obstacles, to maintaining the momentum to the completion of the project. Failure to achieve a goal is sometimes related to how it was set. But some psychological tricks can help you set and achieve those goals. One is to make sure that the target is associated with a value, such as a support value, community or the fight against climate change. Another option is to present your target as an advantage to be gained rather than a threat to be avoided. For example, instead of thinking, "I shouldn't bother my boss to avoid a difficult relationship," try thinking, "I want to learn new communication skills that will spice up our relationship." learning goal instead of performance goal; Instead of deciding to lose 20 pounds, decide to learn more about nutrition and cook two healthy recipes each week. Motivation focuses on the "why" of change, while momentum focuses on the "how." Building momentum is critical to taking the concrete steps needed to break the mold and achieve change. Pulsed focusing can also be used in a therapeutic context. For example, a therapist might address a depressed patient's pattern of avoidance by identifying small steps they have already taken (getting out of bed in the morning, coming to therapy) and then listing a few more steps they can take next. Recognizing the motivation for change and focusing on the dynamics that support change can also help build momentum. It's natural to feel stuck at certain stages, especially when working on complex tasks. However, research shows that several strategies can help. One is to focus on positive work outcomes such as: B. Passing the final exam. Another option is to try to control your emotions while completing a task, such as thinking about your upcoming vacation while running on a treadmill. Another option is to track and monitor your progress, which can lead you to the next milestone. Finally, try to enrich and make the task more enjoyable (this is called "combining temptations"), such as listening to a podcast while doing laundry. Tracking your progress is key to staying motivated and achieving your goals. It is useful to make progress visible and concrete; B. by writing them down or using an application. Tracking can also help you identify them. It can undermine your success. For example, health and wellness goals are usually long term. Tracking your progress and behavior can help you identify mistakes and then address the root causes. Additionally, you may be motivated to look back at the progress you've made or look forward to the work ahead if that's an important part of who you are. Some people may be completely cornered by the project; others may want to fit a little more productivity into their schedule. No matter where motivation begins, there are ways to increase it—be it yours or someone else's. At times, you might feel completely unmotivated — and that's okay. In this situation, allow yourself to be uncomfortable, listen to the negative self-talk, and then act anyway. Suppose you come home after a long day at work and you just want to relax and watch TV. Instead of turning on the TV, admit that you're tired, and then challenge yourself to read five pages of a book on your bedside table first. This approach gives space to negative thoughts and feelings you change stereotypes. Procrastination is often triggered by an underlying feeling of anxiety or stress caused by a task. However, there are ways to deal with the discomfort and defeat procrastination. You can break the project into smaller, more manageable parts; When you complete one step, increase your motivation for the next. You can limit the time you spend preparing for launch or focus on completing tasks as quickly as possible. You can also set a reward that you will receive after completing a task or part of it. Businesses have the option to motivate employees with rewards, but they also need to remember that rewards can backfire, as was the case with the Wells Fargo scandal. Employees are motivated by extrinsic rewards when they believe hard work leads to improved performance for the best work cash in a glass jar. Fourth, consistently spend less than you earn. It can be difficult to meet these criteria: Is my hard work recognized? - Is my contribution really important as I work in a big team? Therefore, companies should adapt the incentive system for each unique team and role. Successful interventions are often motivated by a combination of psychology and economic policy, which vary by context but are often rooted in societal norms. For example, if the enrollment form was in the lobby of their home, more people would enroll in the sustainable energy program because they could demonstrate their values to their neighbors — or maybe they felt pressured to enroll to protect their reputation true. Some of the most common goals people set — and the most common goals they fight for — are to eat healthier, work harder, and save money. Many pitfalls can prevent people from achieving these goals, but anticipating these challenges can help bring about real change. Many people find it difficult to stick to the diet. Research shows that extrinsic motivators — avoiding hurtful comments or dressing up — can speed up the process, but intrinsic motivation — the interest, joy, and challenge of the journey — is the key to sustainable and lasting weight loss. Intrinsic motivation includes competence, autonomy, and attachment, so it makes sense to 1) choose a balanced and effective diet 2) trust that the diet, start date, and end goals were chosen autonomously, not... "assigned" by others 3) a community of supporters. If motivation is a barrier to training, you might want to consider some creative ideas. One of them is expanding your options: if you don't have time to go to the gym, work out by walking, doing bodyweight exercises, or watching a yoga video. Another option is to make the workout more enjoyable, like listening to a book on tape. Another is to make a social contract with a friend or family member. For example when Let the time on the phone replace physical exercise, you must donate to a cause chosen by another person. Four steps will help you develop the habit of saving money. First, set a specific savings goal for the emergency fund. This focused goal will create habits that become permanent savings. The second is to save something every day, even if it's just a few dollars, because repetition helps form habits. Third, make your savings visible by checking your savings account online or keeping cash in a glass jar. Fourth, consistently spend less than you earn. In addition to shaping a savings mindset, it is important to change the way you think about spending. Unfortunately, most people fail to keep their New Year's resolutions. This may be because people tend to set ambitious goals for themselves, have an all-or-nothing mindset, cannot anticipate obstacles, and struggle when they get off course. By avoiding these pitfalls, such as breaking big goals into smaller pieces, or thinking of results as a series of positive outcomes rather than success or failure, people are more likely to actually achieve their goals. Nothing is ever good for everyone. Find out which behavior change tips are right for you. Are you trying to save money for the future or make long-term investments? People prefer immediate rewards over delayed ones, which may be related to how they perceive time. Dr. Bernadette Stockwell November 17, 2022 The Naked Creative Many people successfully enter this writing competition. However, call restrictions are considered by many to be restrictive, artificial, arbitrary, and counterproductive. Many people successfully participate in this writing competition. 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