SERVICIO ESPAÑOL PARA LA INTERNACIONALIZACIÓN DE LA EDUCACIÓN

Cofinanciado por el programa Erasmus+ de la Unión Europea

Unit 2 – Working in programming

Subunit 2.4. - Motivation

“Only those who will risk going too far can possibly find out how far one can go.” – T.S. Eliot

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Objectives:

Motivation module main objectives towards the participants are mainly three:

- To know what motivation is;
- To know the importance for job performance and retainment.

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What is motivation?

- Motivation is the person's purpose to act/do something.
- It involves encouragement, being a driving force that supports people to move on.
- It is affected by the satisfaction of needs that are necessary for sustaining life or essential for wellbeing and growth.

Example:

A low level of motivation is when you are taking too long to finish, or to begin, a certain task/action.

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Types of motivation:

- **Intrinsic motivation**: arises from internal factors, describes all the things that motivate you, built on internal rewards such as self-improvement of helping a friend in need.

Related videos about intrinsic motivation in English:

https://www.youtube.com/watch?v=fDZyl9L1le4&pbjreload=101

- **Extrinsic motivation**: is usually more common that intrinsic motivation and is associated with achieving something, based on a tangible objective, fear or expectation. Therefore, you cannot control these factors, they are all external to you.

Related videos about extrinsic motivation in English:

https://www.youtube.com/watch?v=dyr7wg9s7gM

https://www.youtube.com/watch?v=kUNE4RtZnbk

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Types of motivation:

- Intrinsic motivation is more effective and sustainable than extrinsic motivation because it is focused on things that you can control, based on a positive or altruistic way of thinking.

- Although, there are negative drivers of motivation:

Negative drivers of motivation → When the main objective by doing something is to avoid a negative impact in your life

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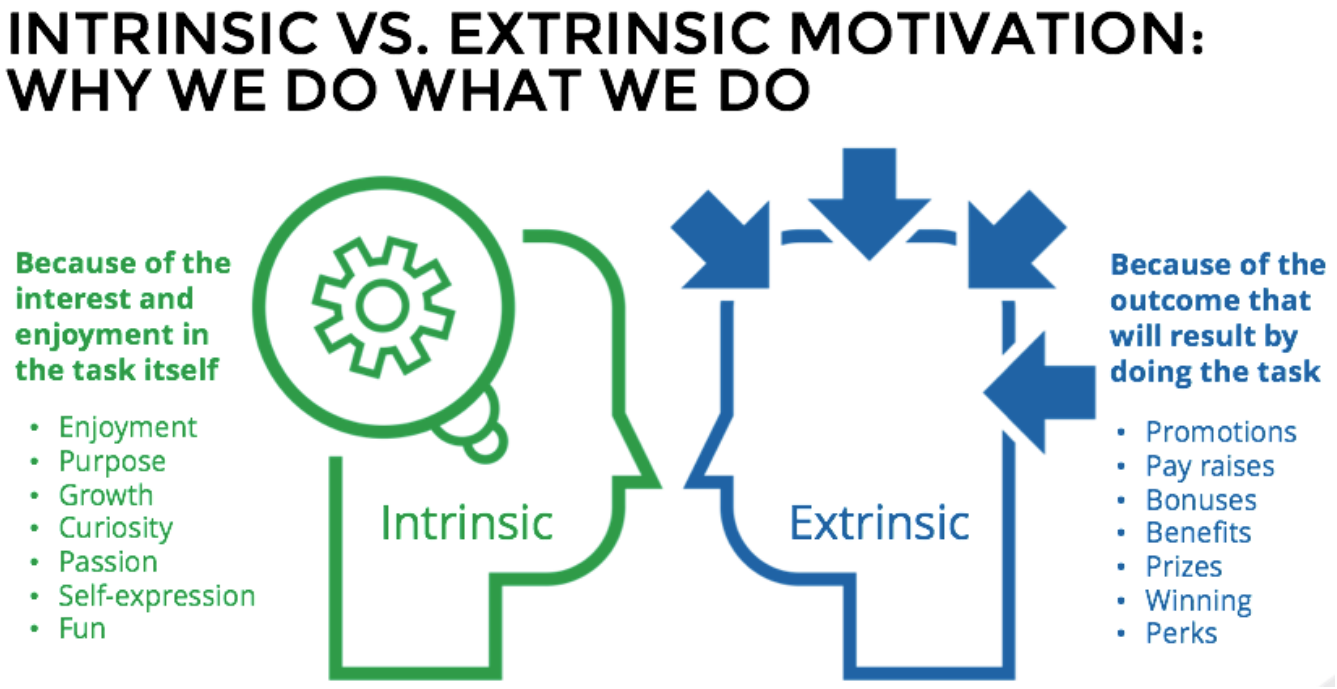
Types of motivation (examples):

Motivation is a very complex topic, but in order to wrap up what was said about motivation, take a look at the following figure:



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Demotivating factors and motivational factors:

- Our motives can change over time.
- Our motivation can increase or decrease based on the circumstances of the specific situation and as time passes.
- Several theories were developed to study the motivational and demotivational factors.

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Three Needs Theory – a combination of three factors:

Achievement

- Having a sense of a well-done job and be recognised for it.

Power

- Having some control over our actions and maybe over the actions and results of others. This can be formal, where you are acknowledged as a formal manager or supervisor, or informal, where you are known by being an expert in a certain area/topic.

Affiliation

- Having a sense of team belonging and social connections to its members. Social clubs, sports' teams and organisation of team/company dinners are a frequent approach to generate this feeling among colleagues.

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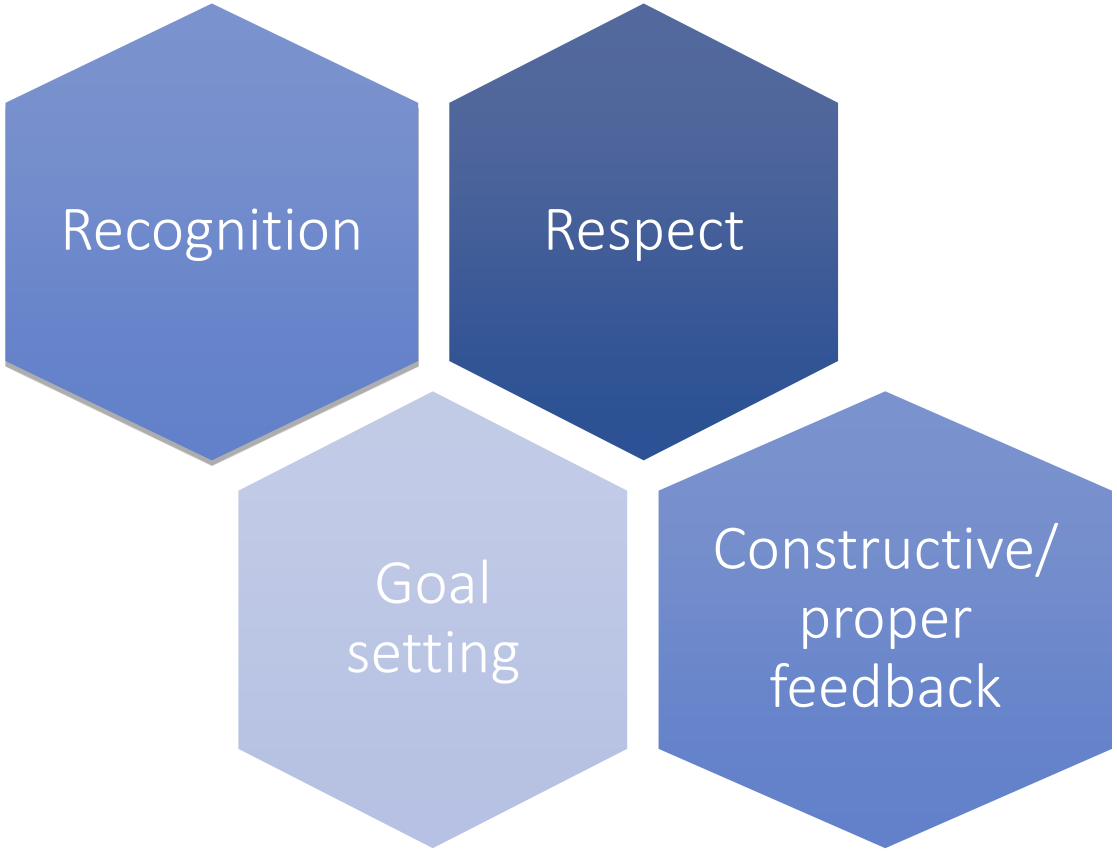
Some motivational factors:



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Why do we get demotivated?

There are two major reasons for this: a **negative thinking** or **negative environment.**

Negative thinking is related to ourselves, while a negative environment can be divided in two:

The **physical** category is related to not having the needed conditions to work (e.g.: the phone doesn't work, the computer doesn't work)

The **emotional** category can be people related issues (e.g.: unfair pay; not getting along with a colleague/team; disorganisation; lack of communication).

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Other factors that make us feel demotivated:

- Lack of training;
- Unfair/negative/unproper/deconstructive feedback;
- Unfair rewarding;
- Failure or fear of failure;
- Lack of measurable objectives;
- Unbalanced workflow (e.g.: having too much work/too little work);
- Low self-esteem, among others.

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Maslow's hierarchy of needs

Motivation is the results of a person's attempt to fulfil five basic needs:

- Psychological needs;
- Safety needs;
- Belonging needs;
- Esteem needs;
- Self-actualisation needs.

These needs create internal pressures that influence a person's behaviour. Therefore, these needs were organised in a hierarchy, and first, we seek to satisfy the lowest level of needs.

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Maslow’s hierarchy of needs

The **hierarchy of needs** is as follows:

- **Level 1.** Psychological needs: things that our body needs to keep functioning, such as: food, water, air, clothing, shelter and sexual activity.

- **Level 2.** Safety needs: things that people expect to have to establish a certain level of predictability and order, such as job security, financial savings, insurance, among others.

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Maslow’s hierarchy of needs

- **Level 3.** Belonging needs: drives around social interactions and the need to belong. Those are based on emotions and fulfil the need of love, care and acceptance.

- **Level 4.** Esteem needs: these needs are related with the belonging needs, with a slight difference. These needs are about how we believe we are seen by those groups (others perception over us).

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Maslow’s hierarchy of needs

- **Level 5.** Self-actualisation: this need is related to meeting our full potential (despite of what that may be). This need represents the desire of becoming more and more.

The more basic the need is, the more motivated we will feel to fulfil it!

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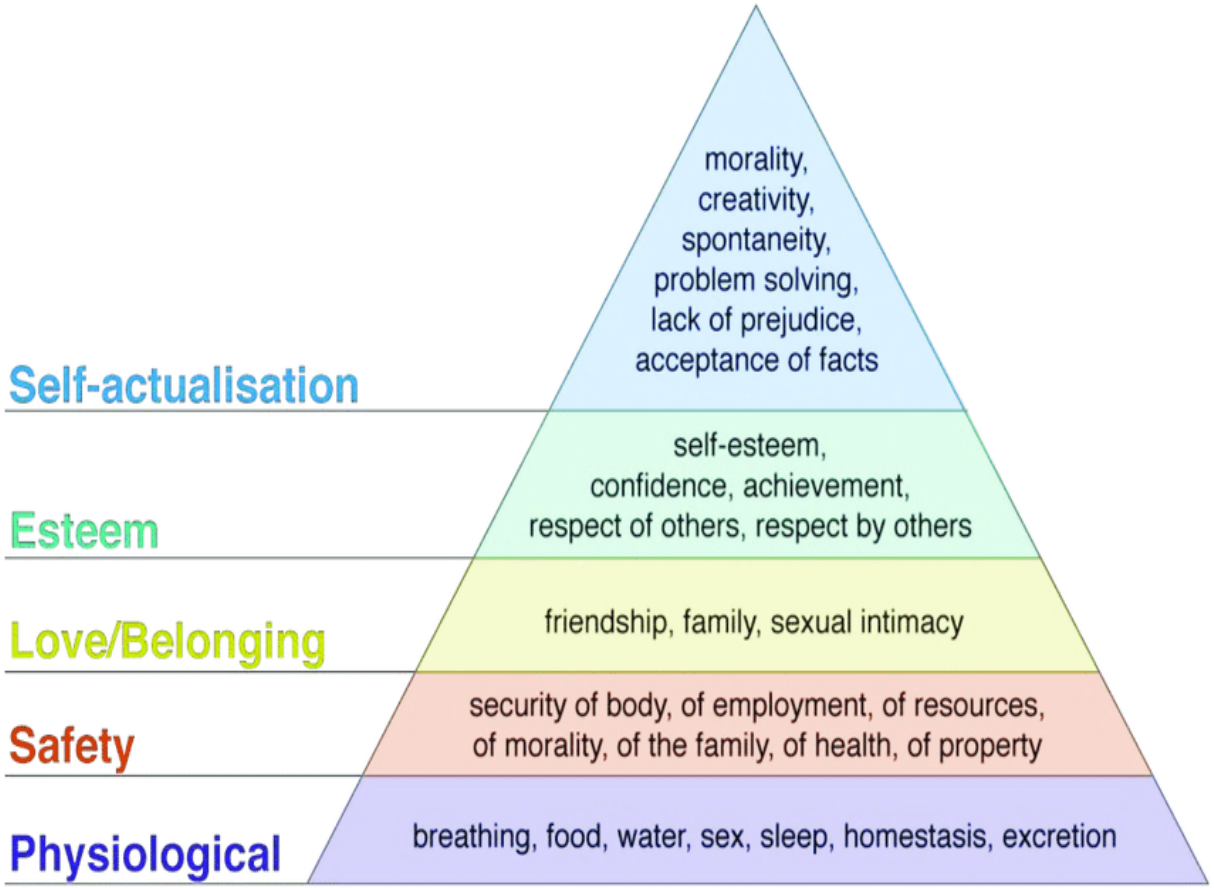
Maslow's hierarchy of needs



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Tips for self-motivation

A few examples to improve your self-motivation:

- Set high but reasonable goals;
- Rely on constructive feedback to figure out how and what can you improve;
- Be committed;
- Actively seek opportunities and seizing them when they emerge;
- Be able to deal with setbacks and, despite it, persist to achieve your goals/objectives.

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Resources:

Related videos in English:

- https://www.youtube.com/watch?v=pZT-FZqfxZA
- https://www.youtube.com/watch?v=iu3IY_6BtH0
- https://www.youtube.com/watch?v=BIQuBawUGVQ

Related videos in Portuguese:

- https://www.youtube.com/watch?v=eSkuur51irk

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Activities
Your turn!

Activity 1.

What motivates you on your daily lives (to get up in the morning, to do different things every day,…)?

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Activities
Your turn!

Activity 2.

<u>Diagnostic test</u>

This activity will enable you to think critically about yourselves and the application of self-motivation to your own thoughts. The trainer will provide to the participants a worksheet.

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