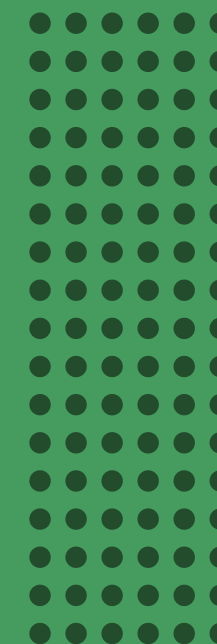
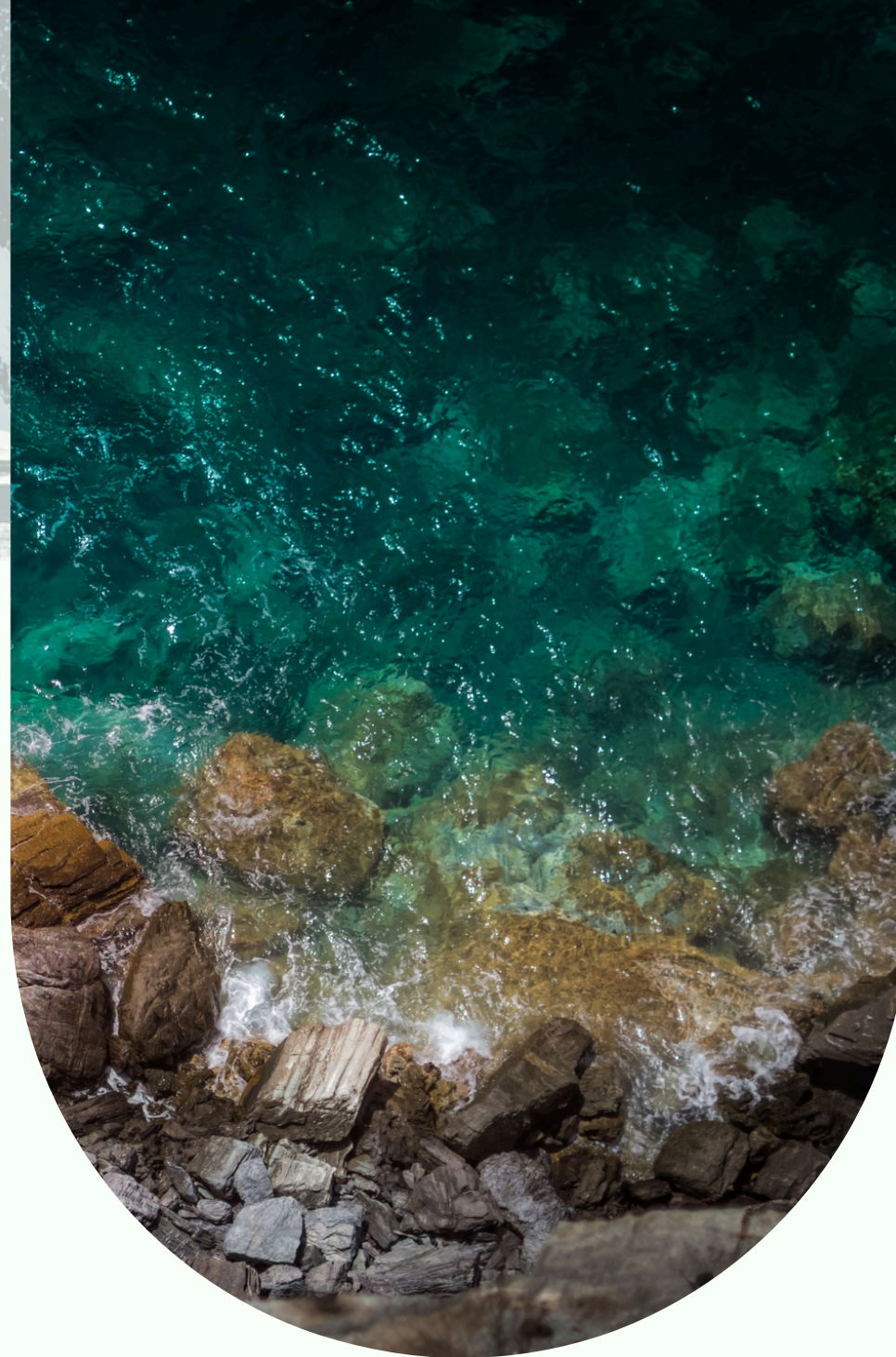




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# MOTIVATION AND EMOTION

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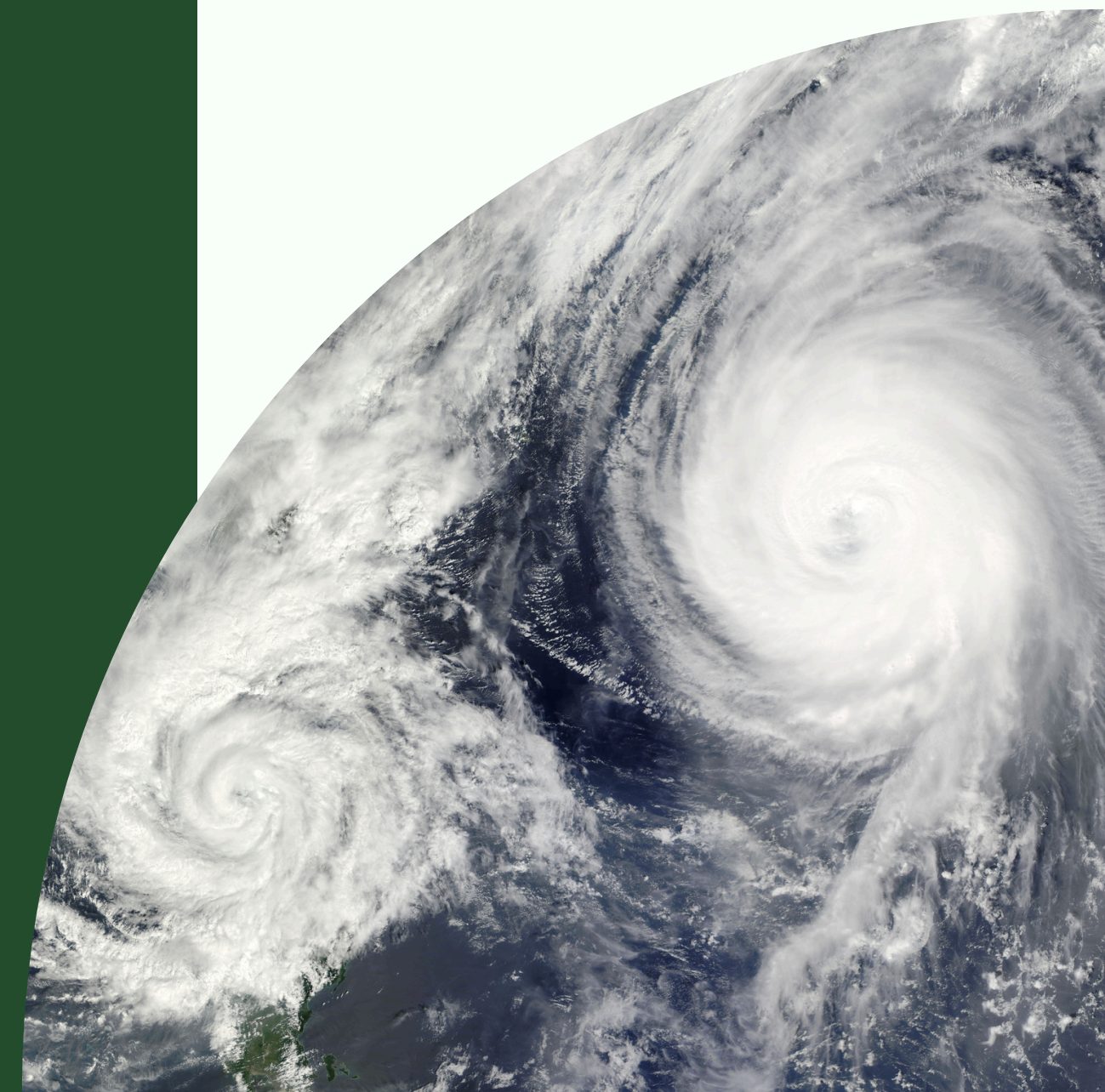
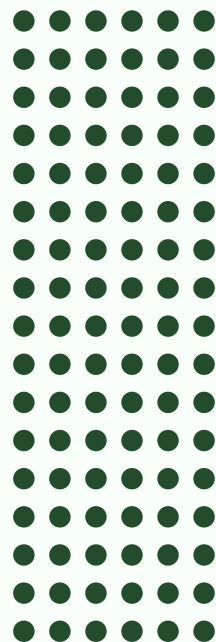
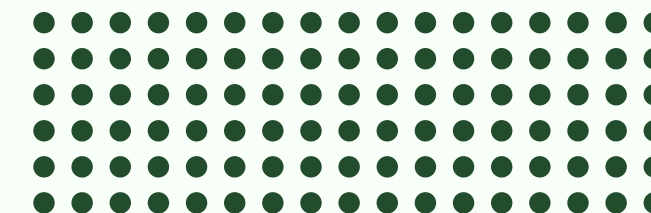




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# 1. Motivation





# Motivation

**Motivation** is the process that determines the reinforcement value of an outcome.

**Motivated behaviors** vary from time to time, from situation to situation, and from person to person.

Makes you seek one thing more than another, or different things at different times.





# Motivation

## Drive Theories

- Motivation is an irritation that continues until we find a way to reduce it.
- They do not specify particular actions.

## Homeostasis

- Homeostasis is the process of maintaining a variable within a set range.
- Motivations tend to maintain body states near some optimum intermediate level.

## Incentive Theories

- Incentives are external stimuli that attract us even if we have no biological need for them.
- Motivations are responses to attractive stimuli.

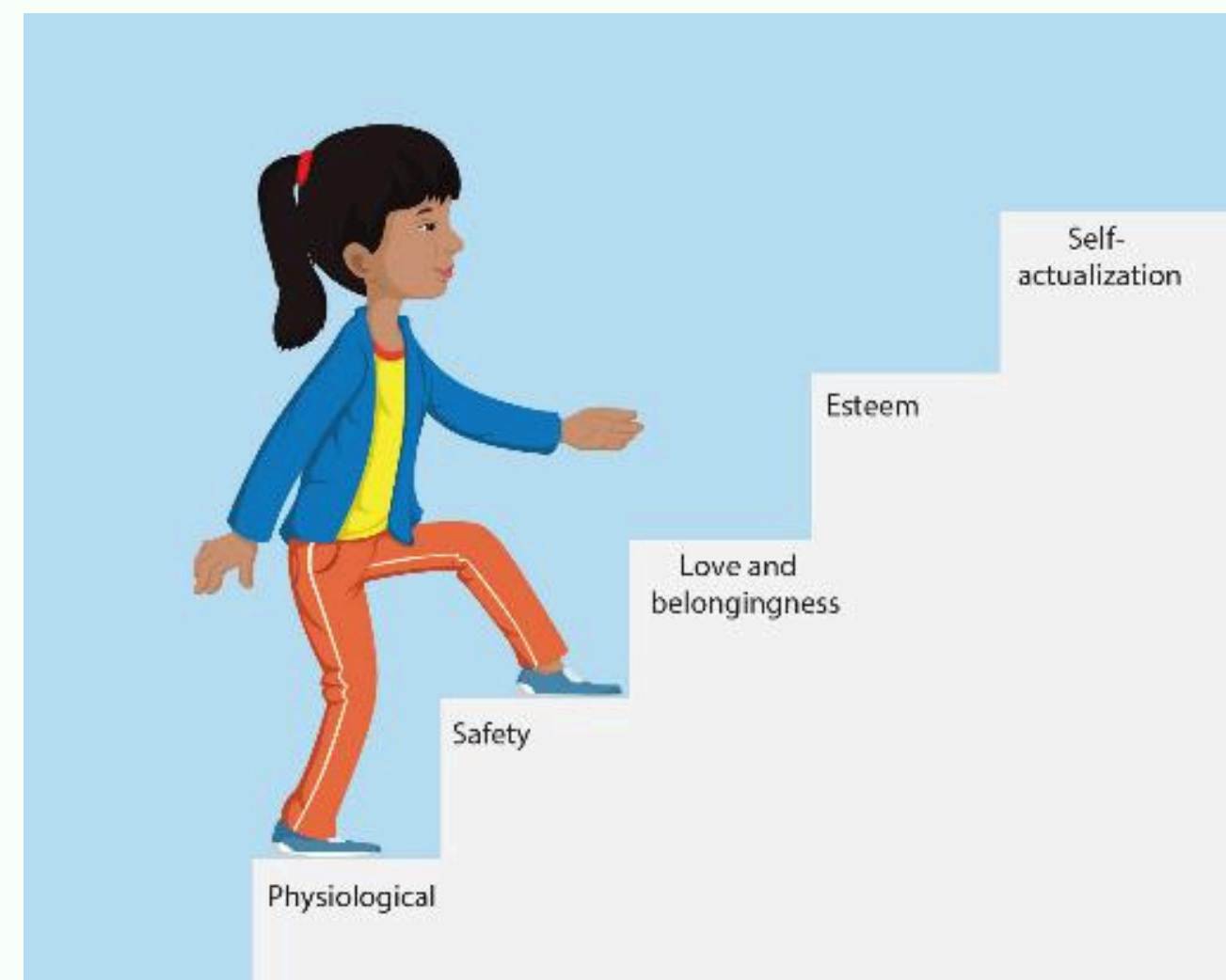




# Conflicting Motivations

Are the needs in harmony with each other?

**Abraham Maslow's hierarchy of needs:** The most insistent needs take priority over less urgent ones.







# Discussion

In your opinion, what causes people to suffer from motivational conflicts or procrastination at work?





# Overcoming Procrastination

**Procrastination** is putting something off until later.



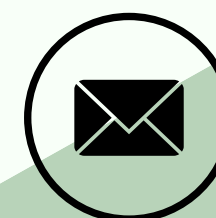
Set specific plans about what you will do, when, and where.



Estimating your probability of doing some desirable activity.



**Delay of gratification:** Declining a pleasant activity now in order to get greater pleasure later.



Avoid tempting situations.





# Goals and Deadlines

Goals are one of the most powerful ways to motivate anyone.

## Effective goals

- Specific
- Difficult
- Realistic

## Other important factors

- Serious commitment.
- Receiving feedback on progress.
- Believing that the goal will bring a fair reward.



# Goals and Deadlines

**Creating realistic goals:** Plan for more time and resources than seem necessary and start as quickly as possible.

## The value of deadlines:

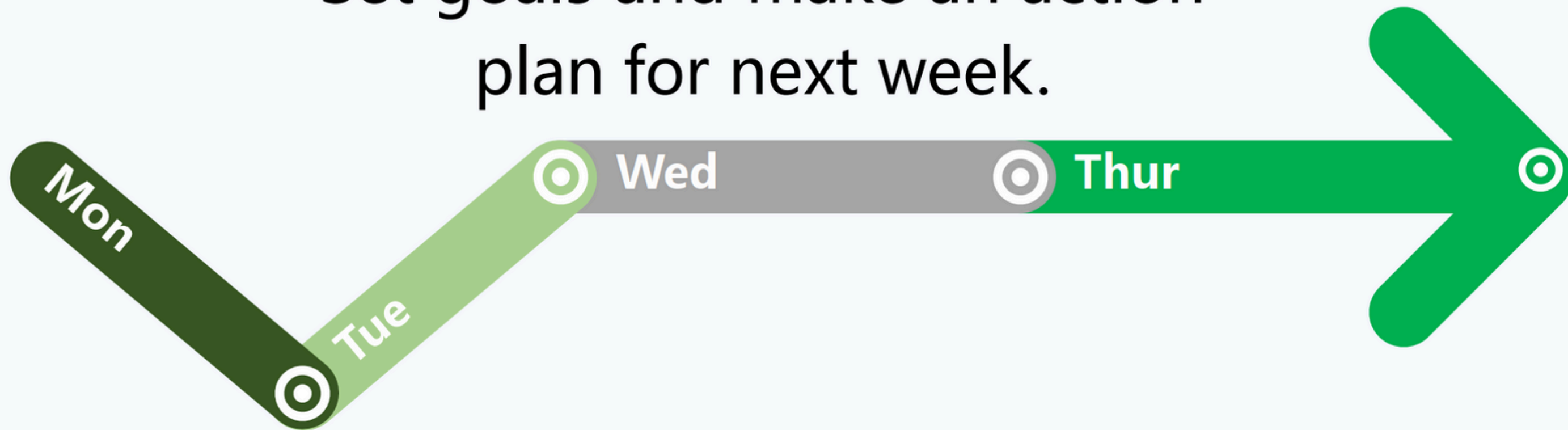
- Deadlines motivate people to work harder.
- Setting deadlines for parts of an assignment can spread out the task.





## Activity

Set goals and make an action plan for next week.



Anticipate tempting and procrastinating situations and come up with solutions.





## 2. Emotion



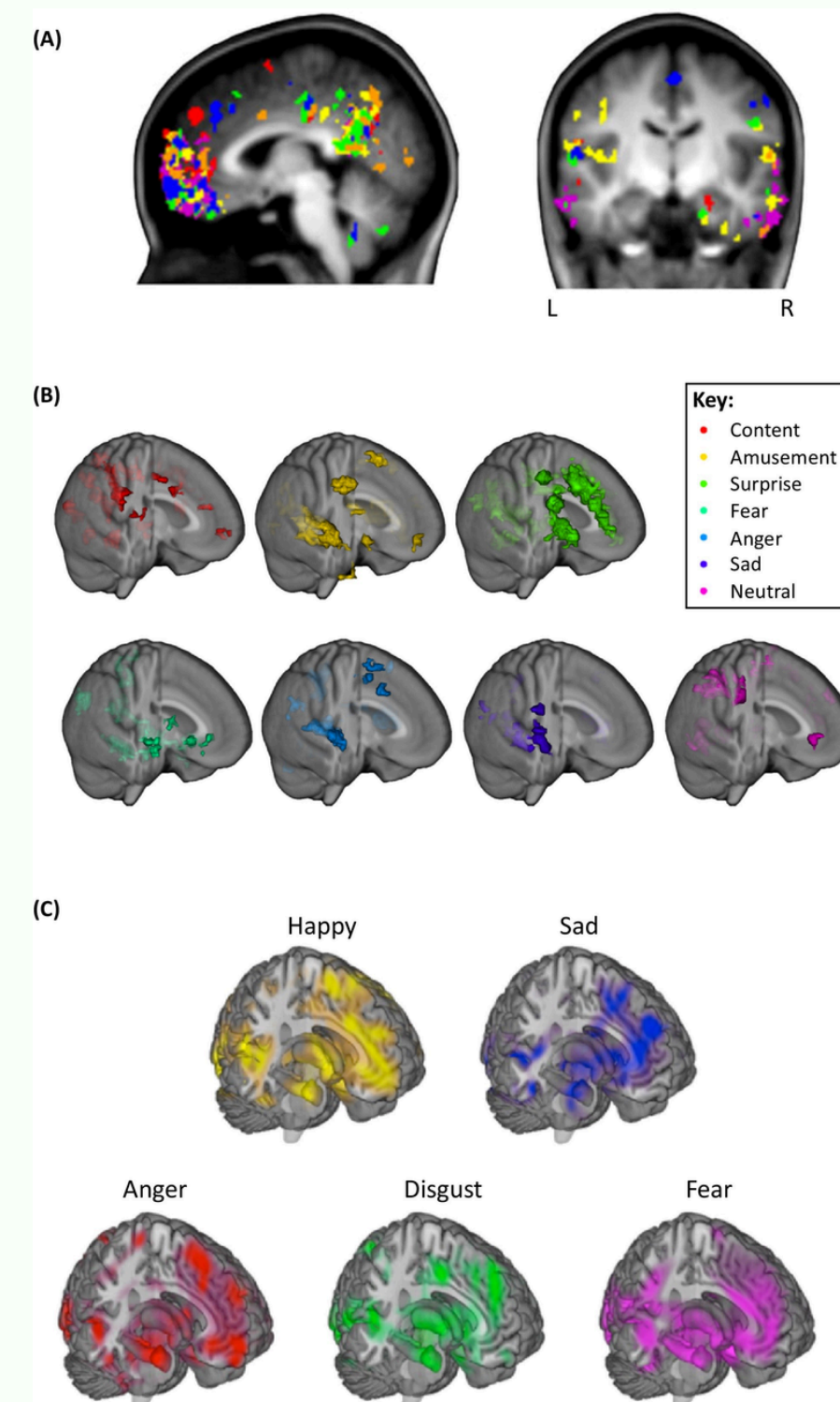


# Emotion

**Emotion** is defined as “a complex reaction pattern, involving experiential, behavioral and physiological elements.” Emotions are how individuals deal with matters or situations they find personally significant.  
(*American Psychological Association*)

Most psychologists agree we have the a few “basic” emotions:

- Happiness
- Sadness
- Disgust
- Fear
- Anger





# Measuring Emotions

## Self-Reports

- Ask people about how they feel.
- Quick and easy
- Accuracy is limited

## Behavioral Observations

- Others can infer before you can report verbally.
- Micro expressions are very brief, sudden emotional expressions.

## Physiological Measures

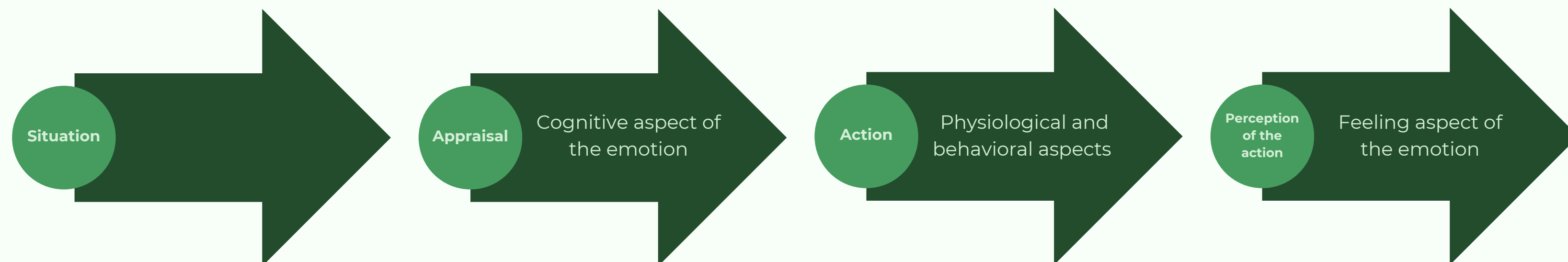
- Autonomic nervous system.
- Sympathetic nervous system.
- Parasympathetic nervous system.
- One system can dominate others.





# Theories of Emotions

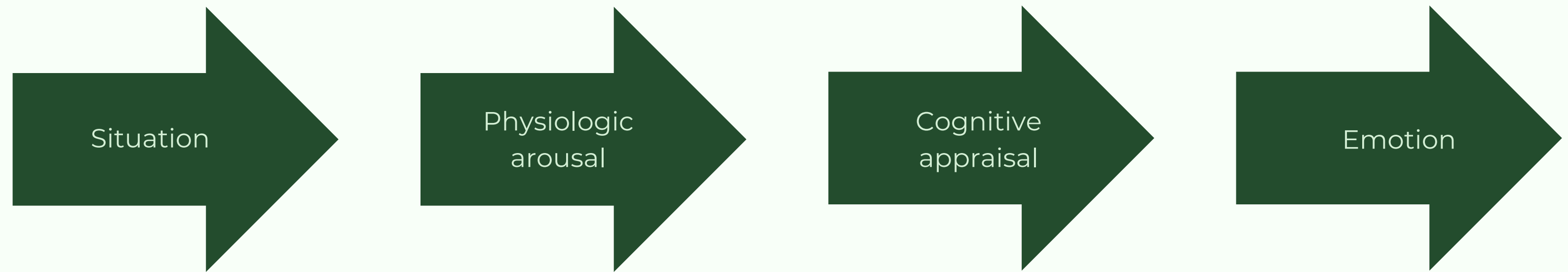
James-Lange theory: Perception of bodily changes provides the feeling aspect of emotion.





# Theories of Emotions

Schachter and Singer's Theory: Emotions arise from the subjective interpretation of physiological changes that occur in the body in response to a stimulating situation.





# Emotional Intelligence

**Emotional Intelligence:** The ability to perceive, imagine, and understand emotions and to use that information in making decisions.

- ✓ To be considered intelligence, it should have commonality with other kinds of intelligence but not overlap too heavily with academic intelligence.
- ✓ Should predict outcomes that we cannot already predict with other measurements.
- ✓ Emotional intelligence scores correlate with academic intelligence but currently does not have an accurate means of measurement.



# THANK YOU!



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