


Motivation and Emotion

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Motivation



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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.

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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.

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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.



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Discussion

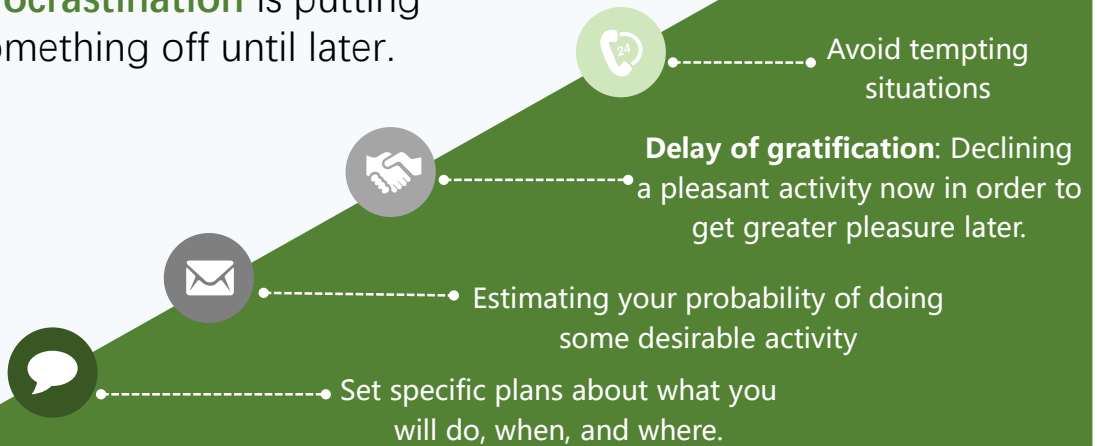


In your opinion, what causes people to suffer from motivational conflicts or procrastination at work?

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Overcoming Procrastination

Procrastination is putting something off until later.



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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

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Goals and Deadlines

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

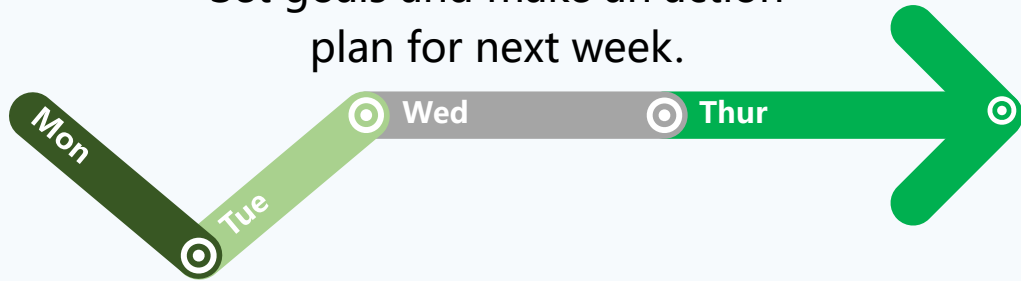
The value of deadlines:

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

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Activity

Set goals and make an action plan for next week.



Anticipate tempting and procrastinating situations and come up with solutions.

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Emotion



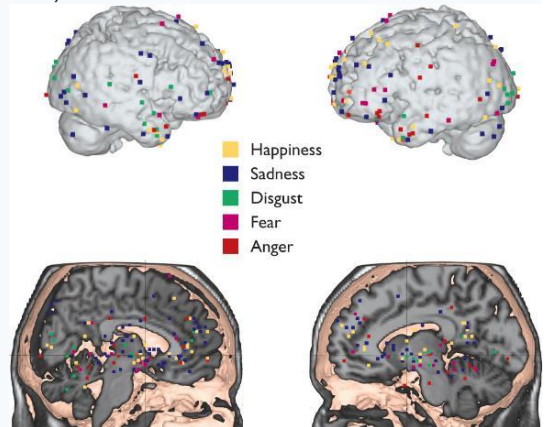
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Emotion

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



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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.
- **Microexpressions** are very brief, sudden emotional expressions.

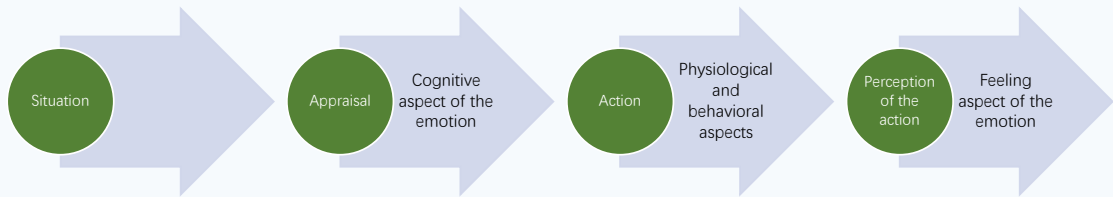
Physiological Measures

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

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Theories of Emotions

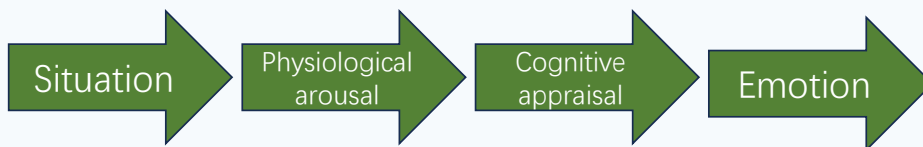
James-Lange theory: Perception of bodily changes provides the feeling aspect of emotion.



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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.



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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.

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Thanks

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