

Facets of Motivation

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ABSTRACT

Motivations are game changers in the life of a person. A spark ignites, and a strong urge is created which compels a person to behave in a way to achieve his goal inherent in the spark or urge. People get motivated to fetch awards or for the fear of punishment. There could be many causes for different types of motivation. This paper explores different facets of motivation. We shall understand what is meant by motivation, see the types of motivation, explore the roots of each type and shall, also, look at the positive and negative motivations and understand the difference between them.

Keywords: *Motivation, positive/negative motivation, types of motivation, causes of motivation, intrinsic/extrinsic motivation, personal/ social motivation*

The roots of motivation lie in the sparks that ignite minds. The sparks could come from external or internal factors and manifest motivation in a person. Such sparks occur in everyone's life. To bring home the point I narrate my own experience quoted in one of my books (Naresh Kumar¹). Here it goes:

Sparks" are game changers and give a person the direction and motivation which puts him/her on the right path. These sparks come into everyone's life sometime or the other. People not fortunate enough to harness this "Spark" mostly tend to become non-entities and lead mediocre lives. I thank God to have given me the wisdom for harnessing such a "Spark".

Dear reader, I am narrating the black portion of my life just to share the learning which will benefit young adolescents to avoid the luring trap presented by the newly got freedom from tight parental surveillance at the critical stage of growth of children where the mistakes often happen because the maturity, as thought by parents, has still not manifested. Before I talk about the spark let me give the background which will bring in a clear impact of the spark:

The moment of entering college is an important turning point in a person's life, followed by the moment when one enters employment.

On entering college, the whole world changes, you get a new direction by learning new fields of knowledge, meeting new people, making new friends and start enjoying freedom as you get freed from the tight surveillance of parents. This is a delicate period also because, for many of us, adequate maturity is still not achieved to understand what is good and what is bad and with

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tight surveillance gone, we tend to go astray. This is the time to focus on career building but there are many temptations which push you to get deviated. Attraction towards the opposite sex, and in the current age, the temptation of drugs because of easy availability leads many youngsters towards destruction path. Freedom if not enjoyed with caution may create havoc.

I got my share of downfall through misuse of freedom and swayed into bunking my classes to watch films in cinema halls. I had never gone to the cinema till my schooling was over. The newly found freedom could not prevent me from this desire. This straying resulted in my performance in college exams. After the examination of the first year, I prayed to God to somehow promote me to the second year. I feared badly about falling in the eyes of my parents and brothers/ sisters if I failed exams; no one in the family had met this fate so far-- all my brothers and sisters were good at studies, in fact, the sister just next to me was a topper in her class. Those were the worst days of my life when I was living with the fear of failing and as the day of the result neared, my anxiety and fear went on mounting and this was telling on my health. I did not feel like eating and all the time was keeping silent and my sulking mood made me bitter. The memory of that time is so deeply etched in my mind that I get shivers even now when I think about those days. Finally, D-day came and I went to college trembling with fear but kept on praying to God that please- please help me this time and never in future I will indulge in misdeeds as I did in my first year of college.

I was behind the crowd of students gathered at the notice board to see the result and was gathering courage when one of my friends came out from the crowd and congratulated me for passing the exam. I was overjoyed, happiness was at peak—I think that was my happiest moment so far in my life!!!.....

The resolve not to repeat the misdeed was with me but was slowly becoming feeble but then came a “Spark” which changed my life.

The “Spark” which I talked about came to me as follows:

On the day when we proudly entered the second year of college, the class-teacher explained to us that this year the examination will not be the usual college exam but it will be part I exam for graduation which will be the University exam; the marks of college exams of first year do not matter but the marks obtained in university exam of part I and Part II next year will add up to make the final result of graduation.

Having informed this, He hurled the bombshell on me and to a friend of mine, “This year we have somehow promoted Naresh Kumar and Sohan Lal (name changed) who were on verge of failing and they must work hard and concentrate on studies. Their conduct will be on watch so that they do perform better at university Exam.”

I found myself dug into shame on receiving the reprimand before the boys and especially the girls present in the classroom. Such disgrace in my life was the first and worst in my life. In a few days when I came out of the feeling of disgrace and shame, the “Spark” manifested in me and I resolved that from the status of backbencher I will rise to become the top few in the class. I vowed that I shall prove to the class that I have the potential to be a leader and that was the day I got my right path. I forgot all world and got totally immersed in my studies. When other students were enjoying the sun in the field or were enjoying food in the

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canteen during the free period; I was busy in the library. I studied and studied and studied. Mathematics is my favourite subject anyway; I enjoyed my studies. I concentrated on Maths, the main subject in B.Sc. (Hons) Mathematics because for subsidiary subjects we got two chances to clear them, but their marks were not counted in the performance evaluation. When I look back today, I realize what impact “Spark” had on me when I scored distinction and was ranked 3rd in the whole university in the part I university exam.

The spark ignited my motivation for excelling in my studies and proving to my classmates, especially the girls, that I am not worthless and in fact, I am better than them. The root of motivation in my case was **humiliation and a blow to my self-respect**.

Such sparks which ignite motivation are game changers and bring a revolution in one’s life.

The motivation could come from different types of sparks. I remember an incident in the life of Mahatma Gandhi wherein he is hit by a sense of guilt after eating goat meat. The guilt engulfed him so badly that he felt goat churning in his stomach and crying in pain. This ignited a spark in him about non-violence and the rest is history. We know how he followed the principle of non-violence to fight for the independence of our country. In this case, the root of motivation was guilt and remorse.

There could be many more such sparks which are at the root of motivation.

In this paper, we shall understand what is meant by motivation, see the types of motivation, explore the roots of each type and shall, also, look at the positive and negative motivations and understand the difference between them.

Let us first understand what we mean by Motivation

Understanding the word ‘Motivation’

Moving towards a goal is what motivation makes us do. Motivation is a mental driver that pushes our behaviour/actions towards a goal. Different people say this differently. For example, Stephen P Robins defines Motivation as the processes that account for an individual’s intensity, direction and persistence of efforts towards achieving a goal” Whereas Wikipedia maintains that “Motivational states are commonly understood as forces acting within the agent that creates a disposition to engage in goal-directed behaviour.” (<https://en.wikipedia.org/wiki/Motivation>)

There is another approach taken by Kendra Cherry² when she says, “The term "motivation" describes *why* a person does something. It is the driving force behind human actions. Motivation is the process that initiates, guides, and maintains goal-oriented behaviours.

Let us look at the dictionary meanings of this word:

Cambridge dictionary defines motivation:

Enthusiasm for doing something

The need or reason for doing something

willingness to do something, or something that causes such willingness

(<https://dictionary.cambridge.org/dictionary/english/motivation>)

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As per Collins Dictionary – Motivation is the reason for your actions and behaviour

As per Oxford Dictionary:

The reason why someone does something or behaves in a particular way

The feeling of wanting to do something, especially something that involves hard work and effort (<https://www.oxfordlearnersdictionaries.com/definition/english/motivation>).

If we assimilate the different meanings of motivation we can get at its accurate, correct and exhaustive meaning as follows:

Motivation is the force acting within a person which results in behaviour to manifest an individual's intensity, direction and persistence of efforts towards achieving a goal. It is the driving force behind human actions. Motivation is the process that initiates, guides, and maintains goal-oriented behaviour. It is a mental driver which locates the need or reason for doing something and creates the feeling of wanting to do something, especially something that involves hard work and effort to achieve a desired goal.

I think the above meaning of motivation has the essence of what different meanings were presented by different people above.

We shall now delve into the exploration of types of motivation a person could have. We can say that motivation could be good or bad. A good motivation is for pleasure and a bad one is for avoiding pain. Actually, good or bad does mean types of motivation because each motivation could be either good or bad. Apart from getting classified into good or bad, there are many other types which we bring out in the coming paragraphs:

Types of Motivations

Brianna Steinhilber³ brings out the type of motivations- these can be categorized into three classes:

Extrinsic Motivation--Extrinsic Motivation means doing an activity to attain or avoid a separate outcome.

Chances are, many of the things you do each day are extrinsically motivated. According to research by Richard M Ryan and Edward L Deci⁴ published in Contemporary Educational Psychology, "Extrinsic motivation is a construct that pertains whenever an activity is done in order to attain some separable outcome." Examples are exercising to lose weight, learning to speak Italian to impress your friends, or getting to work on time to avoid being yelled at by your boss.

Shonna Waters⁵ says There are probably a few external factors driving your behavior, too. These forms of motivation are important if you can leverage them. These could be incentive motivations, fear motivations, power motivations and social motivations.

Let us now take a look at intrinsic motivation:

Intrinsic Motivation—This is an internal drive for success or sense of purpose. Brianna Steinhilber³ goes on to say that *the journal of Contemporary Educational Psychology defines intrinsic motivation as doing "an activity for its inherent satisfaction rather than for some*

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separable consequence. When intrinsically motivated, a person is moved to act for the fun or challenge entailed rather than because of external products, pressures, or rewards. Intrinsic motivation is doing something because it feels good to you. You feel internally rewarded for doing it,” says Clark. “In a job, this can be doing work that feels purposeful, enjoying time with your teammates or achieving goals you’ve set for yourself.”

Say, for example, you’re a financial adviser and feel genuine satisfaction from being able to help people manage their money in a way that better their lives. Or you’re a marketing executive who enjoys brainstorming new campaigns with your colleagues.

Intrinsic motivation is doing something because your inner urge makes you feel good. You internally feel that you are rewarded by acting as per intrinsic motivation. This motivation is strictly personal and it comes from within a person.

The motivation coming from within could be situational and could be of many types.

*Shonna Waters⁵ says that intrinsic motivation could be **Learning Motivation** (or competence motivation)-In this type of motivation, you’re driven by the act of learning or it could be **Attitude Motivation** in which you love being positive and spreading positivity. It could be even **Achievement Motivation** in which, you’re not necessarily thinking about the reward at the end — you just care about crossing the finish line or it could be **creative motivation** or lastly it could be **Physiological motivation** -Here you’re motivated by biological needs like food and water. These motivations exist because years of evolution have made us this way. Example: Consider Dr Abraham Maslow's hierarchy of needs. He categorized humans’ fundamental motivators in order of importance, starting with physical needs. As you meet these needs, you gradually progress toward self-actualization.*

The last type of motivation is family motivation:

Family Motivation—This is motivation by the desire to provide for your loved ones.

Brianna Steinhilber³ says “Finding intrinsic motivation isn’t always easy, especially for those of us who aren’t passionate about our work. Luckily, there is a way to compensate: Think about your family. This has emerged as a third source of motivation proven to be a strong source of inspiration — even for those who do not feel intrinsically or extrinsically motivated to do something. A new study published in the Academy of Management Journal looked at a group of factory workers whose jobs entailed performing the same mundane task day after day, without any rewards for good performance. You’d think in the absence of both an intrinsic and extrinsic motivator, the workers would have little incentive to work hard in their roles. But what the researchers found was that some people who lack both kinds of motivation are still spurred on by a third factor called “family motivation.” Those who identified with the statement “I care about supporting my family” felt more energized and performed better each day, even when they didn’t find the work enjoyable and had no financial incentive to perform it. Family motivation can relate to both intrinsic and extrinsic motivation. If the family is a top value of yours, then your family can serve as an intrinsic motivator. If you feel family pressure or obligations, then that’s more of an extrinsic motivator.”

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Extrinsic motivation comes from external sources and intrinsic motivation is from within. Extrinsic motivation results or aims at external rewards whereas intrinsic motivation may or may not result in external rewards—it could provide internal satisfaction only.

The family motivation could either be intrinsic or extrinsic. Extrinsic family motivation could get motivated by a family member or it could be intrinsic family motivation in which the urge could be internal. In both, the urge is to do some good to the family.

We have, by now, understood the meaning of Motivation and seen the various types of motivation. I have often wondered how motivation gets caused, i.e., what are the roots of motivation? What factors cause motivation?

Motivation has its roots in mind. Some spark triggers in our mind and we are motivated to do something. Some memories, incidents or thoughts churn in the mind and a motivation surfaces. Some persistent problem, needing a solution shows a way to motivation to do something to reach a solution. That reminds me to resolve my problem of reducing my protruding belly which gave me the motivation to walk. Walk I did and reached from 6000 steps per day to 13000 steps. It did help me in resolving my problem a bit and my motivation continues as my son notes my steps per day and keeps me encouraged. This trigger and continual follow-up alarms keep the motivation level high and help reach the goal. I mentioned my spark during the initial days of college, such sparks create motivation which proves to be a game changer. The cause, then, was humiliation and the cause in my current case was a concern for my jelly belly. Thus, causes could be very diverse and different but all the causes push a person to achieve a goal. In the coming paragraphs, we shall explore the causes that lead to motivation i.e., the roots of motivation.

Roots of Motivation

Beata Sauders⁶ says, “*Our motivation is our most valuable commodity. Multiplied by action, its value fluctuates with how we invest our attention. Some of our motives to act are biological, while others have personal and social origins. We are motivated to seek food, water, and sex, but our behaviour is also influenced by social approval, acceptance, the need to achieve, and the motivation to take or avoid risks. (Morsella, Bargh, & Gollwitzer⁷).*

Thus, the roots of motivation could be ***social, biological or personal*** and the motivation could be to satisfy a social, biological or personal need. I talked about sparks leading to motivation. The humiliation caused a spark and led me to motivation to study hard to prove that I am not worthless. This had roots in Social Need. On the other hand, the urge to do more steps was motivation pushed by a Personal Need to improve my body by reducing the jelly belly. The roots of motivation certainly lie in these three needs. Let us try to explore the roots of motivation in these three needs

Let us first explore the roots of motivation arising out of social needs.

Roots of motivation arising out of Social Needs

As discussed above humiliation caused motivation in me to study harder to prove to my social circle in college that I am not worthless. Thus, the cause of motivation was a social need to prove my worth in the social circle comprising my co-students and my teachers. This was one social need which sparked motivation in me. But this is not the only social need which causes motivation. There could be many more. Let us explore the social needs which cause motivation:

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Social motivation is a learned psychological drive that we gain through our family, society, and cultural upbringing. We learn to adopt social motivations to help us reach goals. These goals are often based on our **social needs and desires**, which usually show up in our thinking patterns or behaviours. Let us look at the social needs which cause **Social Motivation**.

(<https://www.studysmarter.us/explanations/psychology/emotion-and-motivation/social-motivation/>)

The needs could be

- **The social achievement need** is a desire to be successful through our actions even when taking on difficult tasks. The **achievement** motive is the main social motivation. It is all about meeting the standards of friends, family, jobs, or culture. We also try to achieve the standards that we set for ourselves. Achievement goals look different for each person.
- **The social affiliation need** is a desire or longing to fit into a specific group. We want to affiliate with others for survival, safety, belonging, esteem, and self-actualization. When humans try to go without interaction with others, we become severely anxious or depressed.
- **The need for social cooperation**—The need arises when people work in a group and without cooperation, they cannot achieve their goal, hence, the motivation for cooperation.
- **The need for social interaction**—Humans are social animals and cannot survive in isolation. The Interaction between humans is a basic social need and we are motivated to interact
- **The social need for identity**— The intrinsic human desire to know and define what it means to be human is their social need for identity. Existential theorists believe that every human being is intrinsically motivated to define their identity and find meaning in life.
- **The social need for self-esteem**- each one of us has an intrinsic desire to think highly of ourselves and get motivated to make decisions based on our personal values and beliefs to maintain our high self-esteem
- **The social need for approval**- Humans generally desire the approval of others, especially of those they admire or depend on. A desire for approval is generally intrinsically motivated, but external motivations can encourage us to seek more approval.

(Source inspired from <https://www.studysmarter.us/explanations/psychology/emotion-and-motivation/social-motivation/>)

Many more social needs which cause motivation could be added to the list, giving a few below but the list is not exhaustive many more could be added

- **The social need for competition / one-man upmanship**- The desire to compete is an inherent trait in humans and it is a social need which motivates people to excel in what they do so that they can leave others behind. It is a strong cause of social motivation.
- **Curiosity** is a social need which motivates humans to learn and explore the world. As we grow, we tend to learn that we have gaps in our knowledge about the world around us and the curiosity in us motivates us to explore and fill the gap.

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Aman Sharma⁸ gives some more causes of social motivation

- **Acquisitive motive:** This motive directs the individual to the acquisition of material property. It may be money or other property. This motive arises as we come across different people who have earned a lot of money and leading a good life. It is a human tendency to acquire all those things which appear attractive to him.
- **Aggressive motive:** It is a motive to react aggressively when facing frustrations. Frustration may occur when a person is obstructed from reaching a goal or when he is insulted by others. Even in a fearful and dangerous do-or-die situation, the individual may resort to aggressive behaviour. An individual expresses such behaviour to overcome opposition forcefully, which may be physical or verbal aggression.

Humans are social animals and the roots of motivation lie in their social needs as discussed above.

Roots of motives also lie in personal needs. We shall discuss these in the next paragraphs:

Roots of motivation arising out of personal traits

We have inner personal urges that motivate our actions, also, our attitudes force our behaviour in a particular way. These create motivation out of our personal traits. Aman Sharma⁸ gives details:

- **Force of habits:**

We see different people having formed different habits like chewing tobacco, smoking, alcohol consumption, etc. There may be good habits also like regular exercising, reading newspapers, prayers, meditations, etc. Once these habits are formed, they act as drivers and motivate the person to perform the act. The speciality of habits is that they motivate the individual to indulge in that action automatically.

- **Goals of life:**

Every normal individual will have some goals in life. They may be related to education, occupation, income, sports, acquisition of property, public service, social service, etc. Once a goal is set, he will be motivated to fulfil that goal. The goals people set, depending upon various factors like knowledge, information, guidance, support, personality, facilities available, aspirations, family and social background, etc.

- **Personal Interests:**

Our attitudes and interests determine our motivation. These are specific to an individual. For example, a person within the family may have a positive attitude towards family planning and all others have negative attitudes. So also, interests differ from one individual to another. For example, interest in sports, T.V, etc. If a person is interested in music, he will be motivated to learn it. In this way, our personal interests cause motives and actions to achieve the motive.

- **Unconscious motivation:**

Sigmund Freud, a famous psychologist has explained elaborately about unconscious motivation. According to him, there are certain motives of which we are unaware because they operate from our unconscious. These motives or desires which are repressed by our conscious remain in our unconscious and will be influencing our behaviour. Our irrational behaviour, the slip of the tongue, slip of the pen, amnesia, multiple personalities, somnambulism, etc., are some examples of such behaviours for which we do not have answers apparently.

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Personal motivation is from within and is caused by inner urges and these vary from person to person. Our human body has its inherent needs which give rise to biological urges which give rise to biological motivation. Let us look at this motivation now:

Roots of motivation arising out of Biological Needs

Our body is a wonderful machine and it has automated mechanisms like the beating of the heart and breathing whereas other functions happen due to the biological needs of the body. For example, water is needed and motivation comes from thirst, the body needs nourishment and motivation comes from hunger. There are many biological needs which are at the root of bodily motivation. Aman Sharma⁸ gives details

Biological motives are called physiological motives. These motives are essential for the survival of the organism. Such motives are triggered when there is an imbalance in the body. The body always tends to maintain a state of equilibrium called "Homeostasis" - in many of its internal physiological processes.

This balance is very essential for a normal life. Homeostasis helps to maintain internal physiological processes at optimal levels. The nutritional level, fluid level, temperature level, etc., are maintained at a certain optimal level or homeostasis level. When there is some variation in these levels the individual is motivated for restoring the state of equilibrium.

Let us look at these Physiological Motives which are the cause of the third type of motivation called biological motivation. Aman Sharma⁸ elaborates

- ***Hunger motive:*** We eat to live. The food we take is digested and nutritional substances are absorbed. The biochemical processes get their energy from the food in order to sustain life. When these substances are exhausted, some imbalance exists and we get an urge or motivation to eat to restore the balance
- ***Thirst motive:*** In our daily life we regularly take fluids in the form of water and other beverages. These fluids are essential for our body tissues for normal functioning. When the water level in the body decreases, we develop a motive to drink water.
- ***Urge for sleep:*** Sleep is an essential process for the normal functioning of the body and mind. When our body and mind are tired they need rest for rejuvenation of energy. It is observed that there is an excess accumulation of a toxin called 'Lactic acid' when tired. The tiredness creates an urge to sleep; our eyes close and we drift to sleep
- ***Urge for the elimination of waste:*** Our body cannot bear anything excess or anything waste. Excess water is sent out in the form of urine or sweat. So also digested food particles after absorption of nutritional substances is sent out in the form of stool. We experience discomfort to release these wastes and we get an urge to pass water or clear our bowels
- ***Sex motive:*** *This is a biological motive, that arises in the organism as a result of the secretion of sex hormones-like androgens and estrogens. Sex need is not essential for the survival of the individual as is hunger or thirst but the urge is an important urge which needs fulfilling. Society and the law exercise certain codes of conduct. Human being has to adhere to these rules. Usually, this need is fulfilled through marriage.*
- ***Maternal drive:*** *Nature has created this drive in all females. This is an instinct or an inborn tendency. Every normal woman aspires to become a mother.*

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Psychologists have learnt from related studies that this is the most powerful drive.

The foregoing discussions about the cause of motivation reveal one common factor i.e., it is a human need which is at the root of all motivations. It could be biological, personal or social but the common basic element is that human need causes motivation. We shall not be doing justice to our topic if we do not discuss Maslow's hierarchy of needs. It so appears that Abraham Maslow combines all three roots of motivational needs (i.e., social, personal and biological) in his humanistic theory of motivation theory which is the Hierarchy of Needs. According to Abraham Maslow (1943), the roots of motivation for humans lie in the hierarchy of their five needs. The needs are physiological needs, safety needs, love and belonging needs, esteem needs, and self-actualization. We desire to meet the bottom levels before they can move on to meeting the top levels. Once we achieve the needs in one of the levels, we automatically move on and try to reach the next level of needs until we get all the way to the top. Once our most basic needs are met (food, water, shelter, safety, etc.), we can move up to try and achieve love and belonging, esteem, and self-actualization. Some things that can contribute to **love and belonging** are relationships with others built on intimacy and trust. Once we achieve this, we start wanting to meet our esteem needs. **Esteem** can come through our job and relationships, and we might start working harder to receive **recognition** in the workplace. Esteem is how we gauge our own **self-worth**. Esteem is usually connected to a sense of confidence or competence. The last level, **self-actualization**, is more difficult to achieve because it requires no longer doing things to fit in with others. The goals of self-actualization are personal happiness and growth. Self-actualization takes a lot of work and involves learning from prior experiences and navigating cultural dynamics that are prevalent in our lives.

These needs are the root causes of human motivation for self-growth and each person is motivated to climb the ladder but not all reach the top ladder. The whole life is motivated due to these 5 needs

(source: inspired from <https://www.studysmarter.us/explanations/psychology/emotion-and-motivation/social-motivation/>)

We have learnt quite a lot about motivation in the above discussions. We have understood its meaning, studied its types and explored the roots of each type of motivation. I was about to conclude the paper when a realization dawned on me that motivation has a connection with the mind where thoughts come and since motivation is a spark of thought, maybe the seeds of motivation have something to do with the processing of thoughts. Processing of thoughts happens in the brain and hence we must explore whether the roots of the motivation lie in the brain working. After all all human needs arise out of an urge which must be getting processed in the brain.

When I explored this aspect, I found that, indeed, the causes of motivation are rooted in the brain. Let us go through the relevant findings.

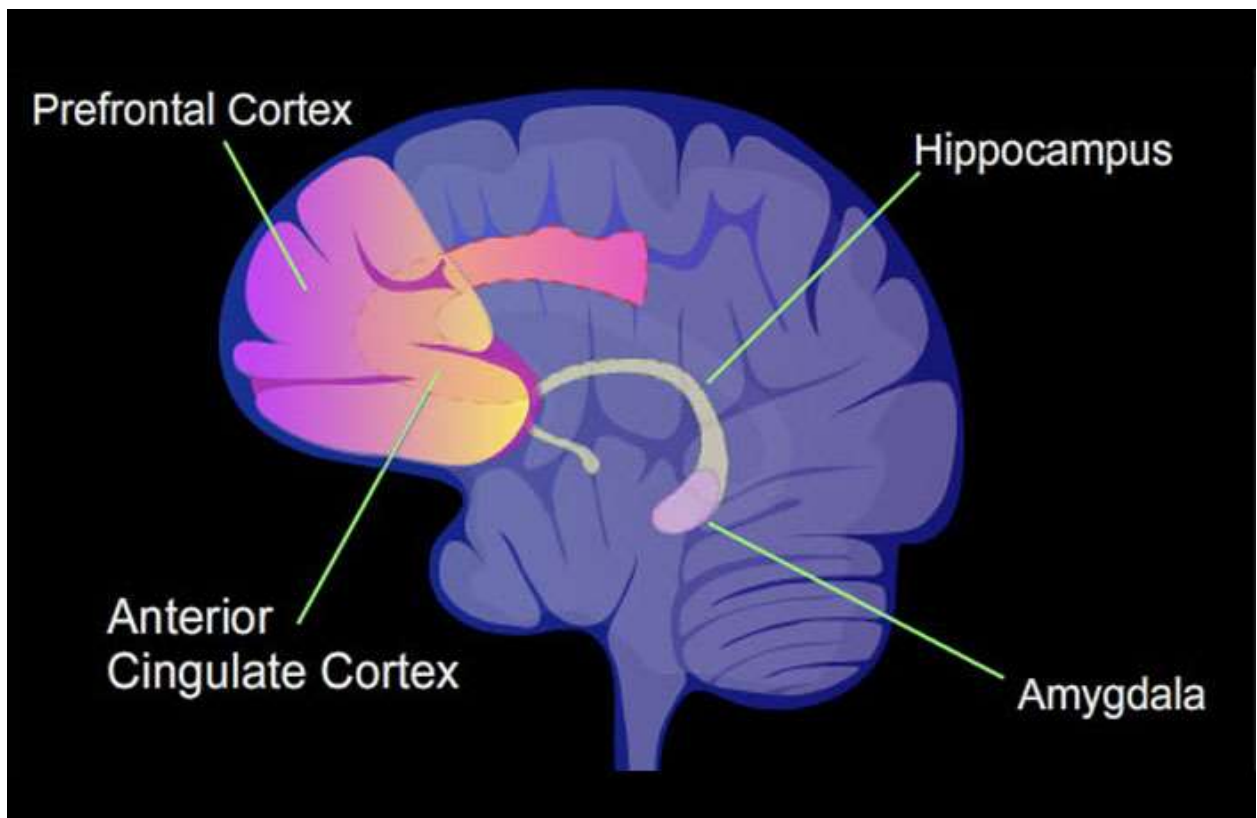
The human brain and roots of motivation

The Centre on the developing child (Harvard University) published a paper⁹ which gives the ways in which motivation systems develop in the brain circuits:

- Experiences trigger neurons (brain cells) in certain regions of the brain, including the Prefrontal Cortex, the Anterior Cingulate Cortex, and the Hippocampus, to send chemicals such as Dopamine and Serotonin to other neurons in different regions.

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- Repeated experiences create different pathways, such as those for Dopamine and Serotonin, in the brain that link those experiences to thoughts, memories (in the Hippocampus), and behaviours.
- These linked pathways create powerful associations between what we do and the memories of how that made us feel physically and emotionally (processed by the Amygdala, the emotion trigger), and that drives our behaviour (managed by the Prefrontal Cortex and Anterior Cingulate Cortex).
- We are motivated to repeat those experiences that made us feel good, and to avoid those that made us feel bad (as evaluated by the Nucleus Accumbens, the “reward anticipator.”)



(Figure 1: Areas of the brain related to motivation)

(<https://www.bing.com/images/search?q=brain+showing+prefrontal+cortex%2c+amygdala%2c+anterior+cingulate+cortex+and+hippocampus&qpv=brain+showing+prefrontal+cortex%2c+Amygdala%2c+anterior+cingulate+cortex+and+hippocampus&form=IGRE&first=1>)

Sanjana¹⁰ has similar views,” All is really in the head. Modern neuroscientific research is particularly invested in motivation and has identified Dopamine as a key chemical involved in almost every aspect of motivation. As a neurotransmitter, Dopamine carries signals from one neuron to another in a specific route of your brain to energize thoughts.

It specifically affects some well-known 'celebrity' regions of the brain, such as the Hippocampus (memory formation) and the Amygdala (emotional regulation). It also affects some lesser-known regions such as the Prefrontal Cortex (PFC), which is responsible for decision-making, controlling behaviour and recognizing rewards. When more dopamine flows

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to these parts of your brain, you feel a greater drive to initiate or complete an action, be it simple tasks like getting out of bed, or complex ones like finishing a paper.

Similar views are expressed by Shonna Waters¹¹

“For our motivation, we can thank dopamine, which is a neurotransmitter that plays a key role in our motivation levels. Dopamine is known for making us feel good and improving our moods, which is usually the extent to which it's described. But dopamine actually encourages us to seek out more and more things we enjoy.

The human brain recognizes what it likes and what makes it happy. In our brains, there's an area of the brain called the amygdala, which is crucial to motivation. When stimulated, it sends a signal to the prefrontal cortex (PFC) that stores that information for our memories or helps us process information for us to respond or ignore.

Researchers at Vanderbilt University actually found that people who we consider “go-getters” — or individuals who constantly seem motivated — have greater dopamine signaling, meaning they respond better to reward.

The thoughts that emerge in the brain get affected by the flow of dopamine in different parts of the brain creating an urge to do something. The key takeaway from the above discussions is that motivational behaviour is regulated by the chemicals in our brain and could be taken to be one of the causes for the manifestation of motivational behaviour.

Now we reach the end of the paper. We have understood the meaning of motivation. We have seen that motivation could come from within i.e., Intrinsic Motivation or it could be external and could come from family or society which is Extrinsic Motivation. Motivation begins as an urge to satisfy some need and the need could come from many factors. We examined the root causes which are behind all types of motivation. Thus, we have covered many facets of motivation; but one important facet is missed out-- Positive / Negative motivation. We shall conclude the paper after discussing different aspects of Positive / Negative motivation.

Positive / Negative Motivation

Motivations manifest due to urge and if the root cause is positive, the motive is positive and vice versa, for example, a positive urge to look thinner and healthier could induce positive motivation to do rigorous exercise or walk as many steps as possible whereas a negative thrust of fear of failing in examine could motivate you to study harder—it is negative motivation because the cause of motivation is fear which is negative. Positive motivation culminates in reward and it initiates with an urge to get a reward. On the other hand, the Negative emotion emanates from a fear of punishment. Positive motivation correlates with pleasure and negative motivation with pain. In the above examples, the pleasure of becoming healthier relates to Positive motivation whereas the pain associated with failing the examination correlates with Negative Motivation. But the outcome in both motivations is positive—gaining health and passing examination!

Alan Morris¹² explains this well, *“Positive motivation comes from an internal drive to seek out pleasure. Maslow's hierarchy of needs explains this well. You're more likely to act when the results of an action are a direct impact on one of your needs – like the need for self-actualization or self-esteem.*

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You can create positive motivation by either reminding yourself of the benefits of a task or by setting up rewards for yourself for completing something. It's the equivalent of setting up carrots or thinking about the carrots as you go about doing what you need to do.

Negative motivation is about punishment and fear. It's the sort of motivation that gets you to quit smoking because you've witnessed someone struggle with cancer. Of course, not every motivation needs to be dramatic or dreadful. You could be motivated to stay at your job because you don't want to lose the house, or could be paying the bills on time because you want to avoid the penalty.

Talking about positive or negative motivation, both tend to move a person towards some betterment—maybe reward is a positive motivator but if fear of failing to get the reward is the motivator it is a negative motivator. The difference between two is subtle but Jonas¹² has amplified the subtle difference and tabulated the difference. With this comparison between positive and negative motivation, we come to the end of this paper

Positive vs Negative Motivation

POSITIVE MOTIVATION

When expecting rewards for success is your driving force, you excel on positive motivation.

positive motivation can develop self-confidence in oneself.

Positive motivation will lead to a run for something.

Internal Positive Motivation develops by tapping into your passion, talents, skills, and strengths, as well as self-validation or a burning desire.

Internal Positive Motivation leads to increased energy, sustainable joy, lasting success, and a sense of fulfilment.

NEGATIVE MOTIVATION

When the fear of punishment for failure is the thrust, you strive for negative motivation.

Negative motivation can have a self-damaging effect.

When you are running away from something, you are more likely to be negatively motivated.

Internal Negative Motivation is when you act to avoid pain or fear because you may want to do something to reduce your guilt and self-blame.

Internal Negative Motivation may end up in a person feeling hopeless, helpless, and overwhelmed.

I hope the above comparison clarifies the difference and brings good clarity about positive and negative motivation.

This completes our exploration of facets of motivation.

I conclude the paper with a nice quote—*Ability is what you're capable of doing. Motivation determines what you do. Attitude determines how well you do it.*” – Lou Holtz”

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Conflict of Interest

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