

## LESSON 11: MOTIVATION



Motivation  
 Psychological needs  
 Maslow's hierarchy  
 Self-actualization  
 Deficiency  
 Growth needs  
 Intrinsic  
 Extrinsic  
 Incentive  
 Performance  
 Expectancy  
 Goal  
 Performance  
 Expectancy  
 Theory

### THE MOTIVATION

Leaders spend a great deal of time and effort studying the technical aspects of their jobs. However, in order to lead effectively, they must also know what makes people "tick." The leading human behavior, leaders study why people act and react in certain ways. Plus, leaders who care about their subordinates and are attentive to their needs are more able to influence them in accomplishing work goals. This lesson identifies three basic needs and explains how they can be satisfied.

### INTRODUCTION

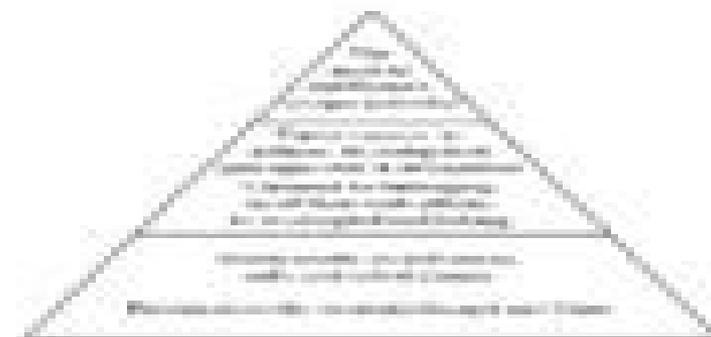
Studying human behavior helps leaders to acquire the knowledge they need to better understand themselves and those they lead.

It is important that leaders learn why human beings act and react in certain ways and to identify various types of behavior. They also

need to know to influence the behavior of subordinates so that their personal goals **complement** or achieve the goals of management.

### MASLOW'S HIERARCHY OF NEEDS

According to psychologist Abraham H. Maslow, human beings are influenced by a progression of needs. In Maslow's theory, **human needs** develop from lower to higher needs over the lifetime of a person. Maslow believed that although virtually all people reach the top level, these needs do **diminish** in all of us. So the closer to the top we reach and the more we can achieve, we more we satisfy the basic needs. The satisfaction of these basic needs motivates people to reach higher levels. It is important to remember that one person's needs are the same as those of another — they might vary in the degree of importance.



Thus, people generally behave in a way that first satisfies these needs for physical comfort and safety, then they satisfy their needs for social acceptance and **self-actualization**.

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*Advancing Formative Assessment in Every Classroom* Connie M. Moss,Susan M. Brookhart,2019-05-13 Formative assessment is one of the best ways to increase student learning and enhance teacher quality But effective formative assessment is not part of most classrooms largely because teachers misunderstand what it is and don t have the necessary skills to implement it In the updated 2nd edition of this practical guide for school leaders authors Connie M Moss and Susan M Brookhart define formative assessment as an active continual process in which teachers and students work together every day every minute to gather evidence of learning always keeping in mind three guiding questions Where am I going Where am I now What strategy or strategies can help me get to where I need to go Chapters focus on the six interrelated elements of formative assessment 1 shared learning targets and criteria for success 2 feedback that feeds learning forward 3 student self assessment and peer assessment 4 student goal setting 5 strategic teacher questioning and 6 student engagement in asking effective questions Using specific examples based on their extensive work with teachers the authors provide Strategic talking points and conversation starters to address common misconceptions about formative assessment Practical classroom strategies to share with teachers that cultivate students as self regulated assessment capable learners Ways to model the elements of formative assessment in conversations with teachers about their professional learning What if scenarios and advice for how to deal with them and Questions for reflection to gauge understanding and progress As Moss and Brookhart emphasize the goal is not to do formative assessment but to embrace a major cultural change that moves away from teacher led instruction to a partnership of intentional inquiry between student and teacher with better teaching and learning as the outcome     **A Critical Analysis of Principles of Teaching as a Basic Course in Teacher-training Curricula** Samuel Andrew Krusé,1929     **Contribution to Education** ,1929     **Contributions to Education** ,1929     **Air Science: International tensions and security organizations** United States. Air Force ROTC.,1953     **Proceedings of the ... Annual Meeting of the North Central Association of Colleges and Secondary Schools** North Central Association of Colleges and Secondary Schools,1924     *Training Methodology: Planning and administration* National Communicable Disease Center (U.S.),1969     *Public Health Service Publication* ,1969     **The Church School Journal** ,1918  
**Contemporary American Marketing** Bruce Rutter,1994     **Journal of Educational Method** ,1929     *Educational Psychology* Thomas Fetsco,John McClure,2005 I applaud the vision the authors had in synthesizing this information in a way that makes the reader more confident in their application of these theories and principles to their own classrooms The authors have wonderfully succeeded in their attempt to integrate this material in a manner quite different from other texts I ve read or reviewed Jim Persinger Emporia State University Any textbook that overemphasizes theory neglects the real world

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