



# Motivation (& Self Determination)

Lesson workbook

Your companion guide

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## General instruction for watching all Zone Positive videos



The “Pause” button is here. If you don’t see this bar on your screen, roll your cursor over the lower left hand corner of your screen and the bar should reappear. Click on the Right Arrow ► to resume watching the video.

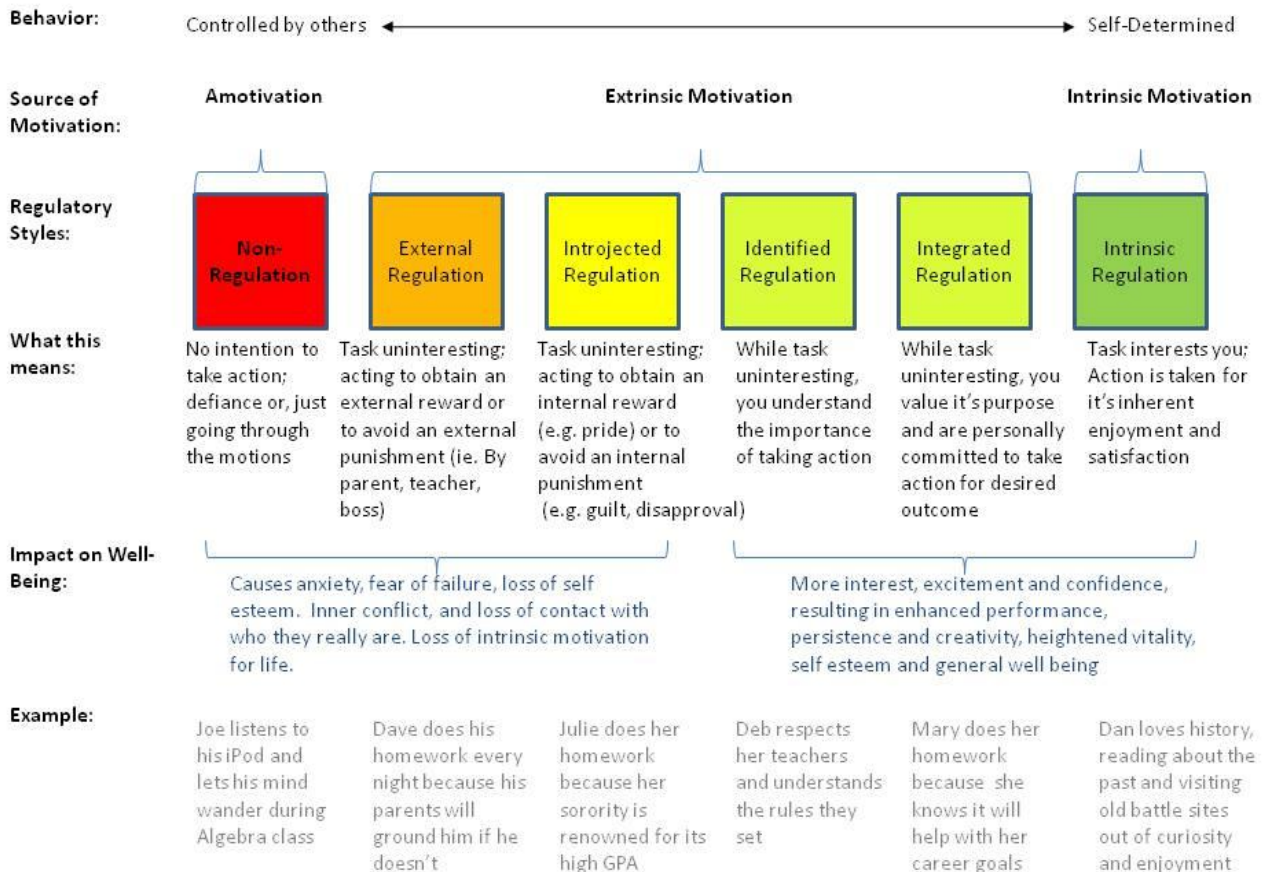
**Important Note:** If you want to pause the video and go to another website, open a new window in your web browser. This will enable you to return to the video lesson and resume where you left off.

# Part 1: Theory behind motivation

## Key Points

**Self-Determination theory**, developed by psychologists Richard Ryan and Edward Deci, is a compelling model that can help us to understand the vital connection between motivation and behavior. It examines the degree to which an individual's behavior is self-motivated and self-determined at one end of the spectrum, or amotivated and without specific intent, at the other end. In between, there are varying levels of motivation, often prompted by external factors such as rewards for action or threats for noncompliance. The beauty of Self-Determination theory is that it shows us how non-intrinsically motivated behaviors can become self-determined. In other words, it describes how we can change the quality of our motivation to do the things we don't necessarily want to do; it helps to give us more of a sense of ownership over our own behaviors.

## Self-Determination Continuum, Deci and Ryan (1985)



# Part 1: Theory behind motivation

Self-Determination Theory has been applied in a whole host of domains, including parenting, education, the workplace, sports, physical fitness and health, personal relationships, and psychotherapy. Across these domains, researchers have investigated how externally-motivated versus self-directed environments impact functioning, wellness, resilience, and peak performance. The results couldn't be clearer. The more self-directed the behavior...meaning the more inherently valuable and enjoyable it is to us...the more effective and satisfied we will be.

## Meet the experts



Richard M. Ryan is a clinical psychologist and a Professor of Psychology, Psychiatry, and Education at the University of Rochester. He is a co-founder of the Self-Determination Theory and has published well over 200 scholarly articles in the areas of human motivation, personality development, and applied psychology. In addition to basic research on motivational processes, Ryan studies health psychology, sport and exercise, education, organizations, and psychotherapy. He is an award-winning educator and researcher and has given addresses in over 50 universities around the globe. He has also been a visiting scientist at the Max Planck Institute, a James McKeen Cattell fellow, and a recipient of numerous grants. His current research interests include the following: the acquisition and impact of materialism and other extrinsic goals; facilitation versus undermining of intrinsic motivation and self-determination; the determinants of vitality and energy; and the sources of within-person variability in attachment, well-being, and life satisfaction. Ryan is a fellow of the American Psychological Association and is currently editor-in-chief of *Motivation and Emotion*.



Edward L. Deci is Professor of Psychology and Gowen Professor in the Social Sciences at the University of Rochester. For more than 35 years, he has been engaged in a program of research on human motivation. Much of this work has led to and been organized by the Self-Determination Theory, which he co-founded with Richard M. Ryan. Deci has published in the top journals in psychology and has authored and edited several books, including *Intrinsic Motivation and Self-Determination in Human Behavior* (co-authored with Ryan, 1985) and *The Handbook of Self-Determination Research* (co-edited with Ryan, 2002). A grantee of the National Institute of Mental Health, the National Institute of Child Health and Human Development, the National Science Foundation, the Institute for Education Sciences, and the Bill & Melinda Gates Foundation, he is a fellow of the American Psychological Association and the Association for Psychological Science. Deci has lectured widely and has consulted for organizations and government bureaus related to education, health-care, psychotherapy, work, and recreation throughout the United States and abroad.