

Theories of Motivation (Source Unknown)

Motivation Theory	Definition	Advantages	Disadvantages	Theorists
Instinct Theory	Born motivated to engage in certain behaviors because of genetic programming	Relates human behavior to animals; seems logical	Many behaviors cannot be simplified to this degree	Followers of Darwin; sociobiologists and neoethnologists
Drive theory	Desire to reduce internal tension caused by unmet biological needs	Very consistent with the physiological demands of the body	Many behaviors not explained by drive or homeostasis	Physiological and psychoanalytic theories (Freud)
Incentive motivation	External goals and or rewards	Very simple, directly observable, and measurable	Cannot explain delays and behavior that has no apparent external worth	Behavioral theory (Skinner)
Self-actualization	Motivated to satisfy needs at each progressive level (basis needs, safety, belonging, esteem, self-actualization)	Very comprehensive model that incorporates drive theory	Not researchable; gives too little weight to incentives; self-actualization too indefinable	Humanistic theory (Maslow)
Curiosity	As person's knowledge base increases, curiosity also increases	Research and clinically supported	Not a comprehensive theory	Developmental cognitive theory (Piaget's organization as a motivator)
Arousal	Motivated to maintain an optimal level of arousal	Explains behavior that has no apparent incentive	Adds to homeostasis but it does not replace it; not a comprehensive theory	Ties back to physiological theory (Zuckerman)
Competence and achievement motivation	Motivated to achieve	Relates to incentive theory and internalizes it	A lot of people (including some we teach) do not fit this theory	Cognitive-behavioral theory (Murrat)
Self-efficacy	Convinced of ability to meet demands of a situation, one tries harder, and thus increases likelihood of success	Adds to competency and is supported by research	Does not explain all of motivation	Social-cognitive theory (Bandura)