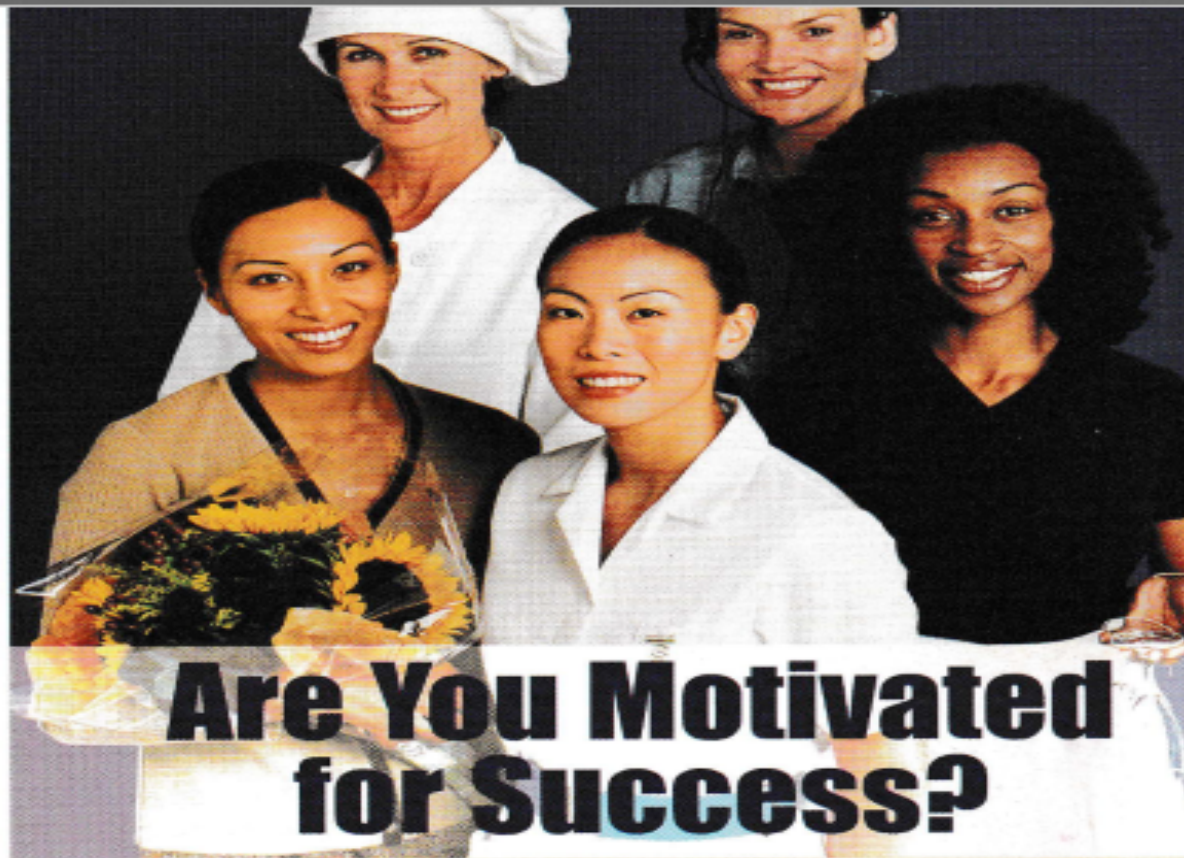


The Road to Success





Psychologists have been coming up with lots of different theories about motivation. They have been busy answering questions on what it is, where it comes from and why some people suffer from a lack of it while others have far too much of it.

WARM-UP QUESTIONS

- 1) What is success for you?
- 2) What is 'motivation'?
- 3) How do you become motivated? Give us a few examples.
- 4) What happens to people who are not easily motivated?
- 5) Why is success so important?
- 6) What are the secrets to success?
- 7) How can we help people become motivated?

TASK

In the next couple of minutes go to the chat box and write what you think the following words refer to:

- Abraham Maslow
- 1940s
- Professor Cary Cooper
- UMIST

Example: Abraham Maslow is a famous actor.

Task

Copy the following words in your notebook and find their meaning in a dictionary:

1. Crave (v.)	11. Rare
2. Acknowledgement	12. Mentor
3. Peers	13. Bottom-line
4. Achievement	14. Sufficiently
5. Strive (v.)	15. Resolution
6. Rut	16. Eventually
7. Fairly	17. Despair (v.)
8. Steadily	18. Reward (v.)
9. Hierarchy	19. Be bound to
10. Loss	20. Virtually

Now take some time to read the text silently. The text consists of 7 paragraphs, so I will give a few minutes for each one of you to read each slide. When you finish reading, you have to remain silent until the next slide.

Why is it, for example, that once we have the basics, that is a roof over our head, food, clothes, a TV, we are still not satisfied? Psychologist and theorist Abraham Maslow, who carried out a lot of research into motivation as far back as the 1940s, came to the conclusion that once we've collected the basics, we set our sights higher. That's when we start craving acknowledgement from our peers, a sense of achievement, and a sense of belonging. It's human nature to strive, and if you stop, you will find yourself in a depressing rut.

The most obvious place one needs to be motivated is, of course, the workplace. Most of us are fairly motivated to succeed at work and do well. But there's a big difference between a person who simply wants to move surely and steadily up the office hierarchy and a person who is a mega-achiever. A research team led by psychology Professor Cary Cooper at UMIST (University of Manchester Institute of Science and Technology) found that a large percentage of successful people interviewed had lost a parent, been rejected by a parent or suffered some other tragic loss before the age of eighteen. Cooper claimed that their reason for pursuing success is not to achieve power over others, but to gain control over what is happening in their lives.

Cooper also says that even people who are successful on a more moderate level are usually motivated by a negative happening in their early lives. For example, someone who is very successful at university may well be motivated by teachers having told them that they weren't very good students when they were younger. Of course, success doesn't always come from negativity. Parents who encourage their children without pressuring them can also encourage success, but Cooper believes those cases are rare.

Two major factors that came to light during Cooper's research regarding motivation in the workplace were as follows. The first is autonomy. You have to be trusted in order to get on with your work without having your employer breathing down your neck. The second factor is having a mentor, that is someone higher up in the company, who values you and gives you advice. The bottom line is, unfortunately, that most of us are not sufficiently motivated. This is quite apparent when you think about New Year's resolutions. Most people make them, but hardly anyone sees them through. If you've made one and you are still managing to keep it, you're

doing better than the majority of the population.

However, statistically speaking, you are fighting a losing battle, as most people do break them eventually.

Do not despair, though. It's not the end of the world if you suffer from a lack of motivation. Here are a number of tips which are supposed to help boost your level of motivation. Firstly, eat well and exercise. A fat stomach and too much coffee are not going to make you feel very energetic. Secondly, it is a good idea to define what you really want by writing it down. Thirdly, hang around positive people. If the people you spend your free time with are constantly complaining about life, maybe it's time you looked for new companions. If you are doing something you hate, make sure you reward yourself each time you achieve something. Sleep well and take breaks and holidays. Have a life away from your job even if you really like what you do. By putting these ideas into practice, you're bound to enjoy higher levels of motivation and a better quality of life; success is virtually guaranteed.

TASKS [Choose one (1) of the following]:

- 1) Write an essay about the way you become motivated and how you use your motivation in order to achieve success. Give examples (180-220 words).
- 2) Search and find information about Maslow's Hierarchy of Needs and present your findings to the class. In your presentation you have to use your own words as much as possible and not read out a printed piece from Wikipedia.
- 3) Interview as many people as you can about their motives and write an account of your conclusions (no word limit).