Exercise walk-through

Motivation ▪ 4.6

eXercise

You must be able to

- contrast **drive-reduction** 驱力降低 with **arousal** 唤醒 theory
- state what the **Yerkes-Dodson** relationship predicts
- distinguish **intrinsic** 内在 from **extrinsic** 外在 motivation
- describe a **hierarchy of needs** 需要层次 and one criticism of it

Method — Two accounts

Drive-reduction: a physiological need creates a drive, and behaviour reduces it, restoring balance. This handles hunger and thirst but not curiosity or risk-seeking, where behaviour **raises** arousal.

Method — Yerkes-Dodson

Performance is best at a **moderate** level of arousal, and the optimum is lower for difficult tasks than for easy ones. Both too little and too much arousal impair performance.

Method — Intrinsic and extrinsic

Intrinsic motivation comes from the activity itself; **extrinsic** from an external reward or consequence. Rewarding an already intrinsically motivating activity can reduce interest once the reward stops — the **overjustification** effect.

Method — A hierarchy of needs

Needs are arranged from physiological and safety, through belonging and esteem, to self-actualisation, with lower needs said to take precedence. The criticism is that the ordering is not fixed: people pursue meaning and belonging under severe deprivation.

Practice 2.1 ▪ 2 marks

State one behaviour drive-reduction theory explains well and one it explains poorly.

Solution 2.1

Method: Two accounts

Worked steps

explains well: hunger or thirst, where behaviour reduces a physiological need B1; explains poorly: curiosity or risk-seeking, where behaviour raises arousal B1.

Practice 2.2 ▪ 2 marks

State what the Yerkes-Dodson relationship predicts about difficult tasks.

Solution 2.2

Method: Yerkes-Dodson

Worked steps

performance is best at moderate arousal B1, and the optimum is lower for difficult tasks than for easy ones B1.

Practice 2.3 ▪ 1 mark

A child who enjoyed drawing is paid for each picture and later stops drawing for pleasure.
(a) Name the effect.
(b) State the practical warning it gives.

Solution 2.3

Method: Intrinsic and extrinsic

Worked steps

(a) the overjustification effect B1. (b) rewarding an already intrinsically motivating activity can reduce interest once the reward stops B1.

Exam-style 3.1 ▪ 1 mark

Performance on a very difficult task is best when arousal is

A as high as possible

B relatively low

C absent

D irrelevant

Solution 3.1

Method: Yerkes-Dodson

A as high as possible

B relatively low ✓

C absent

D irrelevant

Worked steps

B. the optimum level of arousal falls as difficulty rises.

Exam-style 3.2 ▪ 1 mark

Reading for pleasure with no external reward is

A extrinsic motivation

B intrinsic motivation

C drive reduction

D overjustification

Solution 3.2

Method: Intrinsic and extrinsic

A extrinsic motivation

B intrinsic motivation ✓

C drive reduction

D overjustification

Worked steps

B. the activity itself supplies the motivation.

Exam-style 3.3 ▪ 1 mark

A workplace introduces bonuses for a task employees already found satisfying.
(a) State one risk.
(b) Explain how the scheme could be designed to avoid it.

Solution 3.3

Worked steps

(a) the bonus may replace intrinsic satisfaction and reduce effort when it ends B1.
(b) tie recognition to competence and progress rather than to each unit of output B1, since feedback about mastery supports intrinsic motivation instead of substituting for it B1.