

INTERESTS AND MOTIVATION

Interests

- What do you like?
- What interests and inspires you?
- What are you passionate about?

- **Passion** = Passion often arises from within, driven by personal interests and desires.
<https://hbr.org/2023/10/values-passion-or-purpose-which-should-guide-your-career>

- Flow experiences often relate to our key interests.
- **Flow** = “A state in which people are so involved in an activity that nothing else seems to matter; the experience is so enjoyable that people will continue to do it even at great cost, for the sheer sake of doing it.” (Csikszentmihalyi, 1990)
- Introduction and video:
<https://positivepsychology.com/mihaly-csikszentmihalyi-father-of-flow/>

Multiple passions and interests

- Are you a 'multipotentialite'? A person with many interests and creative pursuits.
- Different strategies to create a multipotentialite's working life.
- Some of us don't have one true calling:

Emilie Wapnick (Ted talk):

https://www.ted.com/talks/emilie_wapnick_why_some_of_us_don_t_have_one_true_calling

- Reading recommendations:

Wapnick, Emilie: How to be everything. A guide for those who (still) don't know what they want to be when they grow up. HarperCollins, 2017.

Ruuska, Inkeri: Moniosaamisen renessanssi. Basam Books, 2022.

Assignment: My interests

- What do you like and what interests you?
- You may use the following questions in order to discover your personal interests:
 - What do you like/want to do?
 - What inspires you?
 - What could you do almost always?
 - What can't you live without?
 - As a child what were you interested in?
 - In what kind of situations and in which assignments do you experience flow?
 - What makes you feel energetic and engaged?

Motivation

Motivation

Ambition, Goals

✓ Reviewed by Psychology Today Staff

Motivation is the desire to act in service of a goal. It's the crucial element in setting and attaining our objectives.

Motivation is one of the driving forces behind human behavior. It fuels competition and sparks social connection. Its absence can lead to mental illnesses such as depression. Motivation encompasses the desire to continue striving toward meaning, purpose, and a life worth living.

(Source: <https://www.psychologytoday.com/us/basics/motivation>)

Toward and away motivation

- Types of motivation:
 - **Toward motivation** = what you can attain, what your goals are, what you wish to be and to accomplish.
 - **Away motivation** = what you want to get away from, what you don't like, what you try to avoid.
- 'Toward motivated' people talk about their goals, dreams and wishes, and 'away motivated' people talk more about their dislikes and what is not good.
- You can be both/combination, half and half or predominantly one or the other.
- If you don't know exactly what you want, you may experience more 'away motivation' (learning what you don't want) and move to 'toward motivation'.

Extrinsic and intrinsic motivation

- **Extrinsic motivation**
 - A person is inspired by outside forces – other people and/rewards.
- **Intrinsic motivation**
 - The inspiration comes from within – a desire to improve.
 - Loving the doing itself.
 - More fulfilling according to the researchers.
- **Internalized motivation**
 - People act because they endorse the values underlying the behavior (identified motivation).
 - When some work itself doesn't inspire us, we can be motivated to work if we consider the work meaningful in terms of meaningful goals and values.

(Source: <https://www.psychologytoday.com/us/basics/motivation>)

Motivation and motives

- Difference between motivation and interests:

Interest – what we like.

Motivation – what guides us.

- Values, appreciations and interests relate to motivation since they all influence and create motivation.
- **Motive = a concrete reason for taking action.**
- Plenty of different motives can be identified and named.
- Steven Reiss empirically discovered the 16 basic desires and developed a RMP test for individual motive profile.

The 16 basic desires of human nature (Steven Reiss)

Reiss Motivation Profile

The 16 Basic Desires of Human Nature



Acceptance: the desire for positive self-regard



Order: the desire for structure and stability



Beauty: the desire for aesthetically appealing experiences



Physical Activity: the desire for muscle exercise



Curiosity: the desire for understanding



Power: the desire for influence of will

The 16 basic desires of human nature (Steven Reiss)



Eating: the desire to consume food



Saving: the desire to collect things



Family: the desire to raise children and spend time with siblings



Social Contact: the desire for companionship with peers



Honor: the desire for upright character



Status: the desire for respect based on social standing



Idealism: the desire for social justice



Tranquility: the desire to avoid experiencing anxiety and pain



Independence: the desire for self-reliance



Vengeance: the desire to confront those who frustrate or offend us

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(Source: <https://www.reissmotivationprofile.com>)

Elämän 16 perusmotiivia (RMP – Steven Reiss)

Valta (Vaikutus, menestys, saavutukset)	Riippumattomuus (Vapaus, Itsemääräämisoikeus)	Uteliaisuus (Tieto, totuus)	Hyväksyntä (Positiivinen omakuva)
Järjestys (Pysyvyys, organisointi)	Säästäminen (Omistaminen, kerääminen)	Kunnia (Lojalisuus, moraali)	Idealismi (Sosiaalinen oikeudenmukaisuus)
Sosiaaliset kontaktit (Ystävyys, toverit)	Perhe (Lapsista huolehtiminen)	Status (Arvovalta, varallisuus)	Kosto (Agressiivisuus, kilpailu)
Esteettisyys (Kauneus, talde)	Syöminen (Ruoka, ruoanlaitto)	Ruumiillinen aktiivisuus (Urheilu, liikunta)	Rauhallisuus (Pysyvyys, turvallisuus)

Kuva: 16 perusmotiivia, kuva: RMP-Nordic

Interests and motivation - value in the working life

- What motivates you? What areas/things interest you and you want to work with?
- What would you wish other people to work with instead of you?
- Which areas of your possible work/business are outside your interest, knowledge and competence areas?
- Can you collaborate with someone representing the necessary competence/interest areas?
- As an entrepreneur or team leader, can you make a list of areas of knowledge and expertise which you need and find a person who fits in your needs and is motivated about such work?

- Which parts of your work represent areas that you are interested in and motivated about, and which parts of your work represent the opposite areas?

Assignment: My motivation and motives

- What motivates you?
- You may use the following questions in order to discover your personal motivation and motives:
 - What pushes you forward in your life?
 - Where do you get energy from?
 - What encourages you?
 - If you are not obliged to do anything this week/month, what would you still do? Why?
 - Why would you do what you want to do?

VALUES AND MEANING

Values and principles

- Values and principles are closely connected, and there are various definitions.
- **Value = The importance or worth of something for someone.**
- Values can be e.g. personal, social and global.
- Values are highly personal and individual, there are no right or wrong values.
- **Principle = A moral rule or belief that guides a person and influences the person's action.**
- You may fill in this sentence in order to discover your possible principles:
I allow many things in my life on the condition that

Values and work

- A person's values should be incompatible with the organization's values. They don't need to be the same, but they must be close enough to coexist.
- "To work in an organization whose value system is unacceptable or incompatible with one's own condemns a person both to frustration and to nonperformance."
- There may be a conflict between a person's values and strengths. What a person does well, may not fit with the person's value system. In such case, the work may not appear to be worth devoting one's life to.

(Source: Drucker, 2005)

Assignment: My key values

- What do you value the most?
- You may use the following questions in order to discover your personal values:
 - Which issues are the most important and meaningful in your life?
 - If you were chosen to lead values, which values would you lead?
 - What kind of values influence your life on a daily basis?
 - Which values have an influence on your choices?
 - What are the most critical values which you simply cannot give up/dismiss?
 - Do you live every day according to your named values? If not, it's not your key value.
- You may use the list of different values (a separate document) to help you to identify your values.
- You can discover and reflect your values by taking this free core value test:

<https://personalvalu.es>

Meaning

- **'Meaning in life'** = meaningfulness in life
- **'Meaning of life'** = meaning of existence

- **Purpose** = being directed towards a certain end, some contribution to the world (Damon, Menon & Bronk, 2003).
- People should use and advantage their strengths and skills for others' benefit in order to live a meaningful life (Immanuel Kant).

- Meaning in/of work
- What does work mean to you?
 - Work as a job/task (motive: compensation)
 - Work as a career (motive: achievements)
 - Work as a mission/calling (motive: connection to something meaningful)

Assignment: Meaning in/of my working life

- What makes your life and working life meaningful?
- You may use the following questions in your reflection:
 - Which issues bring/increase meaning in your (working) life?
 - What makes you feel that your (working) life has meaning and importance to you?
 - Do you acknowledge any mission that you have?
 - Do you want to influence on something in your (working) life?
 - Do you want to work in order to create a career or execute your life mission or something else?

Meaning of work

Build your own
dreams, or someone
else will hire you to
build theirs.

Farrah Gray

Assignment: Work of my dreams

- When you wake up tomorrow, a miracle has happened. All your wishes have come true, and you start living your dream life.
 - How do you start your day?
 - Where are you?
 - What belongs to this life?
 - What do you want to do?
 - How do you spend your days, what do you do?
 - Who or what kind of people belong to your life?
 - If you work or if you are somehow active, what would it be?
 - How does your life look like in one year or in five years?
 - What would be the best to happen?
 - How could you move towards this life?

Review of different strengths

→ **Strength is a strength only if you want to use it!**

- This doesn't mean that you shouldn't use and benefit all different skills and capabilities in your working life, but you hopefully focus more on what really is important to you.
- Review of your (future) working life:
 - What do you want to be?
 - What do you want to do?
 - Which question resonates more? Why?