

MENSEN VERSTAAN 1: ALGEMENE PSYCHOLOGIE

HOOFDSTUK 6: MOTIVATIE EN EMOTIE

1. WAT MOTIVEERT ONS

= Motieven zijn **innerlijke drijfveren** om op een bepaalde manier te handelen, al kunnen ze door allerlei factoren worden beïnvloed, zowel **interne als externe**.

1.1. HOE WERKT MOTIVATIE?

- 1) Het voelen van een behoefte of verlangen (= biologisch en/of psychologisch)
- 2) Activeren en richting geven aan het organisme door het selecteren, sturen en volhouden van mentale en fysieke activiteit die gericht is op bevredigen van behoefte/ verlangen.
- 3) Reduceren van de behoeftesensatie.

1.2. PRESTATIEMOTIVATIE

HOE KUNNEN WE IEMANDS MOTIVATIE OM TE WERKEN BEOORDELEN?

- ⇒ **Extrinsieke en intrinsieke motivatie.**
 - **Extrinsiek** = externe prikkels die iemand tot actie aanzetten.
 - **Intrinsiek** = motief ontstaan vanuit de persoon.
- ⇒ McClelland: **prestatiedrang** (= need for Achievement, n Ach) TAT
 - = het verlangen om een moeilijk maar verlangd doel te bereiken.
 - Mensen met hoge n Ach werken harder, zijn succesvoller in werk, tonen meer doorzettingsvermogen bij moeilijke opdrachten,...
- ⇒ **Prestatiemotivatietest (PMT-K)**(Hermans) meet:
 - Prestatiemotief (persoonlijkheidskenmerk)
 - Positieve en negatieve faalangst.
- ⇒ **Prestatiemotivatie in perspectief**: minstens 2 andere psychologische behoeften die mensen motiveren om te werken:
 - Behoeftte aan affiliatie.
 - Behoeftte aan macht.

! LET OP: gevolg: voorzien in behoefte doet voldoening in werk toenemen.

- ⇒ **Cross cultureel perspectief op prestatie:**
 - Westen: prestatie is resultaat van individuele eigenschappen (= **INDIVIDUALISME**)
 - *"... Het was tijd om de wereld te laten zien waartoe ik in staat ben"*
 - Andere werelddelen: prestatie als gevolg van combinatie van persoonlijke, sociale en emotionele factoren. (= **COLLECTIVISME**)
 - *"...alle mensen die me hebben gesteund, al deze zaken kwamen samen en resulterende in een gouden medaille..."*

Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek

Annelies Wilder-Smith



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Table of Contents Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek

1. Understanding the eBook Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek
 - The Rise of Digital Reading Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek
 - Advantages of eBooks Over Traditional Books
2. Identifying Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek
 - User-Friendly Interface
4. Exploring eBook Recommendations from Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek
 - Personalized Recommendations
 - Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek User Reviews and Ratings
 - Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek and Bestseller Lists
5. Accessing Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek Free and Paid eBooks
 - Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek Public Domain eBooks
 - Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek eBook Subscription

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- Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek Budget-Friendly Options
- 6. Navigating Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek eBook Formats
 - ePub, PDF, MOBI, and More
 - Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek Compatibility with Devices
 - Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek
 - Highlighting and Note-Taking Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek
 - Interactive Elements Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek
- 8. Staying Engaged with Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek
- 9. Balancing eBooks and Physical Books Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek
 - Setting Reading Goals Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek

- Fact-Checking eBook Content of Compendium Van De Psychologie Deel 4 Motivatie Emotie En Stress Psychosomatiek
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
- Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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