

# THREE WHAT'S



## Motivation

### What

Motivation is '*emotion in motion*,' best described as wanting something which, for the moment, you believe you don't have. Typically, it's the belief that a change of status, behaviour, skills, relationships, self-concept or environment will fulfil a need.

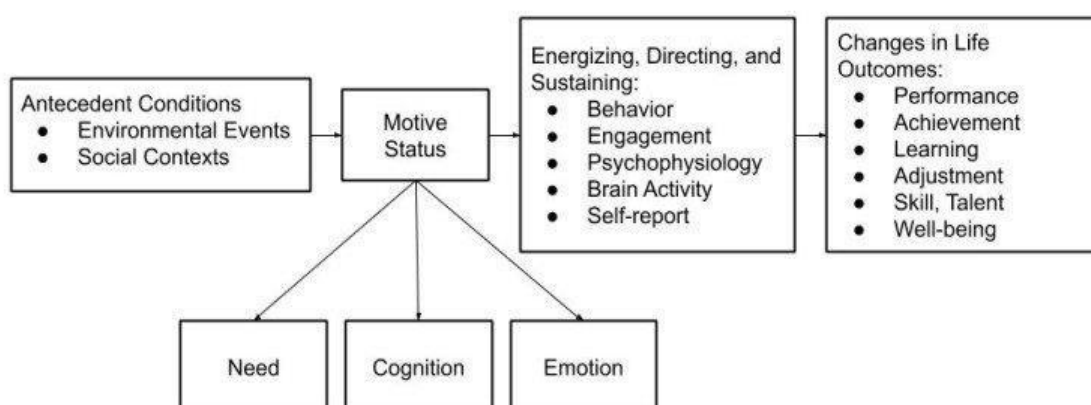
### So What?

Human motivation can be interpreted from different starting points. Scientists look at physical changes in arousal. We can observe neural patterns, behavioural changes, engagement with a task or a goal, persistence, the degree and focus of attention and how we say we feel about an experience.

Science can also help us look at the causes of motivation. The extent to which we are driven by internal or external factors. We don't exist in a vacuum. Inner experiences are shaped by our needs and our interpretation of what's happening around us. So, physiological and psychological needs drive us, cognition directs us, and emotions focus our energies.

### Now What?

Scientists use models to help explain human motivation. This one by Reeve (2016) is useful.



Motivation is an iterative process where we are all constantly shaping, and being shaped by, life experiences. The first stage in being able to motivate others is understanding our own.

Read our ThreeWhats Motivation Playbook to find out what we learned from our work on understanding and motivating ourselves and others.