UNIT 8A: MOTIVATION

PERSPECTIVES ON MOTIVATION

OBJECTIVE 1: Define motivation as psychologists use the term today, and name four perspectives useful for studying motivated behaviors.
1. Motivation is defined as ___A NEED OR DESIRE THAT ENERGIZES BEHAVIOR AND DIRECTS IT TOWARD A GOAL_____.
2. Four perspectives on motivation are ___INSTINCT____ theory (now replaced by the ___EVOLUTIONARY____ perspective), ___DRIVE_____ - __REDUCTION_____ theory, ___AROUSAL____ theory, and the ___HIERARCHY____ of needs proposed by ___ABRAHAM MASLOW_____.

OBJECTIVE 2: Discuss the similarities and differences between instinct theory and the evolutionary perspective.
3. As a result of Darwin’s influence, many complex behaviors were classified as rigid, unlearned behavior patterns that are characteristic of a species, called ___INSTINCTS_____.

Discuss why early instinct theory failed as an explanation of human behavior.

ACCORDING TO INSTINCT THEORY, ANY HUMAN BEHAVIOR COULD BE REGARDED AS AN INSTINCT. THE ONLY EVIDENCE FOR EACH SUCH “INSTINCT” WAS THE BEHAVIOR USED TO IDENTIFY IT. THUS, INSTINCT THEORY OFFERED ONLY CIRCULAR EXPLANATIONS; IT LABELED BEHAVIOR USED TO IDENTIFY IT. Thus, instinct theory ___did/did not___ explain them.

4. The idea underlying the theory that ___GENES____ predispose species-typical behavior remains popular.

5. According to another view of motivation, organisms may experience a physiological ___NEED____, which creates a state of arousal that ___DRIVES____ the organism to reduce the need.
6. The aim of drive reduction is to maintain a constant internal state, called ___HOMEOSTASIS_____.
7. Behavior is often not so much pushed by our drives as it is pulled by ___INCENTIVES____ in the environment.

OBJECTIVE 4: Discuss the contribution of arousal theory to the study of motivation.
8. Rather than reduce a physiological need, some motivated behaviors actually ___INCREASE____ arousal. This demonstrates that human motives ___DO NOT____ (do/do not) always satisfy some biological need.
9. Human motivation aims not to eliminate ___AROUSAL____ but to seek ___OPTIMUM____ ___LEVELS____ of arousal.

OBJECTIVE 5: Describe Maslow’s hierarchy of needs.
10. Starting from the idea that some needs take precedence over others, Maslow constructed a ___HIERARCHY____ of needs.
11. According to Maslow, the ___PHYSIOLOGICAL____ needs are the most pressing, whereas the highest-order needs relate to ___SELF-ACTUALIZATION_____.
12. A criticism of Maslow’s theory is that the sequence is ___ARBITRARY____ and not ___UNIVERSALLY____ experienced.

13. Surveys of life satisfaction reveal that ___FINANCIAL____ satisfaction is strongly predictive of subjective well-being in poorer nations, whereas ___HOME___ - ___LIFE___ satisfaction matters more in wealthy nations and ___SELF-ESTEEM___ in individualist nations.

HUNGER
1. Ancel Keys observed that men became more preoccupied with thoughts of food when they underwent ___SEMISTAVRATION_____.

OBJECTIVE 6: Describe the physiological determinants of hunger.
2. Cannon and Washburn’s experiment using a balloon indicated that there is an association between hunger and ___STOMACH____ ___CONTRACTIONS_____.
3. When an animal has had its stomach removed, hunger ___DOES____ (does/does not) continue.
4. Increase in the hormone ___INSULIN____ diminish blood ___GLUCOSE____, partly by converting it to stored fat, which causes hunger to ___INCREASE_____.
5. The brain area that plays a role in hunger and other bodily maintenance functions is the ___HYPOTHALAMUS_____. Animals will begin eating when the ___LATERAL___ ___HYPOTHALAMUS____ is electronically stimulated. When this region is destroyed, hunger ___DECREASES____ (increases/decreases).

Animals will stop eating when the ___VENTROMEDIAL_______ ___HYPOTHALAMUS____ is stimulated. When this area is destroyed, animals ___OVEREAT____ (overeat/undereat).

6. When a rat is deprived of food and blood sugar levels wane, the ___LATERAL___ ___HYPOTHALAMUS___ churns out the hunger-triggering hormone ___OREXIN_____.

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13. When a rat is deprived of food and blood sugar levels wane, the ___LATERAL___ ___HYPOTHALAMUS___ churns out the hunger-triggering hormone ___OREXIN_____.
7. When a portion of an obese person’s stomach is surgically sealed off, the remaining stomach produces _____LESS_______ (more/less) of the hunger-arousing hormone _____GHRELIN_____.

For questions 8-12, identify the appetite hormone that is described.
8. Hunger-triggering hormone: _______OREXIN_____.
9. Hormone secreted by empty stomach: _______GHRELIN_____.
10. Hormone secreted by pancreas: _______OREXIN_____.
11. Chemical secreted by bloated fat cells: _____LEPTIN_____.
12. Digestive tract hormone that signals fullness: _____PYY_____.

13. The weight level at which an individual’s body is programmed to stay is referred to as the body’s _____SET______ _____POINT______. A person whose weight goes beyond this level will tend to feel _____LESS_______ (more/less) hungry than usual and expend _____MORE____ (more/less) energy.

14. The rate of energy expenditure in maintaining basic functions when the body is at rest is the _____BASEAL______ _____METABOLIC____ rate. When food intake is reduced, the body compensates by _____LOWER_______ (raising/lowering) this rate.

15. The concept of a precise body set point that drives hunger _____IS NOT ACCEPTED_____ (is accepted/is not accepted) by all researchers. Some researchers believe that set point can be altered by ____SLOW, SUSTAINED CHANGES IN BODY WEIGHT;______________. In support of this idea is evidence that when people and other animals are given unlimited access to tasty foods, they tend to _____OVEREAT____ and _____GAIN____ _____WEIGHT______. For these reasons, some researchers prefer to use the term _____SETTLING______ _____POINT______ as an alternative to the idea that there is a fixed set point.

OBJECTIVE 7: Discuss psychological and cultural influences on hunger.

16. Research with amnesia patients indicates that part of knowing when to eat is our _____MEMORY____ of our last meal.

17. Carbohydrates boost levels of the neurotransmitter _____SEROTONIN____, which _____CALMS_____ (calms/arouses) the body.

18. Taste preferences for sweet and salty are _____GENETIC____ (genetic/learned). Other influences on taste include _____CONDITIONING____ and _____CULTURE____. We have a natural distaste of many foods that are _____UNFAMILIAR____; this _____NEOPHOBIA_______ was probably adaptive for our ancestors, and protected them from toxic substances.

OBJECTIVE 8: Explain how the eating disorders anorexia nervosa and bulimia nervosa demonstrate the influence of psychological forces on physiologically motivated behaviors.

19. The disorder in which a person becomes significantly underweight yet feels fat is known as _____ANOREXIA_____ _____NERVOSA_____.

20. A more common disorder, is _____BULIMIA_____ _____NERVOSA_______, which is characterized by repeated _____BINGE_____ - _____PURGE____ episodes and by feelings of depression or anxiety.

21. The families of bulimia patients have high incidence of _____ALCOHOLISM____, _____OBESITY____, and _____DEPRESSION_____. The families of anorexia patients tend to be _____COMPETITIVE_____, _____HIGH_____ - _____ACHIEVING____, and _____PROTECTIVE_____. Eating disorders _____DO NOT PROVIDE_____ (provide/do not provide) a telltale sign of childhood sexual abuse.

22. Genetic factors ____MAY____(may/do not) influence susceptibility to eating disorders. The genes for these disorders may be predisposed by _____EVOLUTION____.

23. Vulnerability to eating disorders _____INCREASES_______ (increases/does not increase) with greater body dissatisfaction.

24. Women students in ________INDIA____ rate their ideal shape as closer to the cultural idea. In _____WESTERN____ cultures, however, the rise in eating disorders has coincided with an increasing number of women having a _____BODY_______ _____IMAGE______.

25. Stice and Shaw found that when young women were shown pictures of unnaturally thin models, they felt more _____ASHAMED______, _____DEPRESSED______, and _____DISSATISFIED______ with their own bodies.

26. In studying our motivation to eat, we must consider not only biological influences but also psychological influences such as the _____SIGHT______ and _____SMELL______ of tasty foods and our mood and _____SOCIAL______. - _____CULTURAL____ influences such as the thinness idea.

SEXUAL MOTIVATION

1. In the 1940s and 1950s, a biologist named _____KINSEY____ surveyed the sexual practices of thousands of men and women. One of his major findings was that there _____WAS_______ (was/was not) great diversity in “normal” sexual behavior.

OBJECTIVE 9: Describe the human sexual response cycle, and discuss some causes of sexual disorders.

2. The two researchers who identified a four-stage sexual response cycle are _____MASTERS_______ and _____JOHNSON_________. In order, the stages of the
cycle are the ______EXCITEMENT______ phase, the ______PLATEAU_______ phase, the _______ORGASM______ phase, and the _______RESOLUTION______ phase.

3. During resolution, males experience a ______REFRACTORY_______ _______PERIOD____, during which they are incapable of another orgasm.

4. Problems that consistently impair sexual functioning are called ____SEXUAL DISFUNCTIONS____. Examples of such problems include ______PREMATURE EJACULATION____, ______ERECTION DYSFUNCTION____, and ______ORGASMIC DISORDER____.

5. Personality disorders _______HAVE NOT____ (have/have not) been linked with most of the problems impairing sexual functioning. The most effective therapies for sexual problems are ______BEHAVIORALLY____ oriented.

OBJECTIVE 10: Discuss the impact of hormones on sexual motivation and behavior.

6. In most mammals, females are sexually receptive only during ovulation, when the hormone ______ESTROGEN____ has peaked.

7. The importance of the hormone ______TESTOSTERONE____ to male sexual arousal is confirmed by the fact that sexual interest declines in animals if their ______TESTES______ are removed. In women, low levels of the hormone ______TESTOSTERONE____ may cause a waning of sexual interest.

8. Normal hormonal fluctuations in humans have ______LITTLE____ (little/significant) effect on sexual motivation. In later life, frequency of intercourse ______DECREASES____ (increases/decreases) as sex hormone levels _______DECLINE____ (increase/decrease).

OBJECTIVE 11: Describe the role of external stimuli and fantasies on sexual motivation and behavior.

9. Research has shown that erotic stimuli ______ARE____ (are/are not) nearly as arousing for women as for men.

10. Brain scans reveal more activity in the ______AMYGDALA____ among (women/men) who are viewing erotica.

11. With repeated exposure, the emotional response to an erotic stimulus often ______HABITUATES______.

Explain some of the possible harmful consequences of sexually explicit material.

EROTIC MATERIAL MAY INCREASE THE VIEWER’S ACCEPTANCE OF THE FALSE IDEA THAT WOMEN ENJOY RAPE, MAY INCREASE MEN’S WILLINGNESS TO HURT WOMEN, MAY LEAD PEOPLE TO DEVALUE THEIR PARTNERS AND RELATIONSHIPS, AND MAY DIMINISH PEOPLE’S SATISFACTION WITH THEIR OWN SEXUAL PARTNERS.

12. Most women and men _______HAVE____ (have/do not have) sexual fantasies. Compared to women’s fantasies, men’s sexual fantasies are more ______FREQUENT, PHYSICAL, AND LESS ROMANTIC_______. Sexual fantasies do not indicate sexual ______PROBLEMS____ or ______DISSATISFACTION____.

OBJECTIVE 12: Discuss some of the forces that influence teen pregnancy and teen attitudes toward contraception.

13. Attitudes toward premarital sex vary widely from one ______CULTURE____ to another and with the passage of _______TIME____. Rates of teen intercourse in the United States and _______WESTERN_______ ______EUROPE____ are much higher than those in _______ASIAN_______ and _______ARAB_______ countries. Compared with European teens, American teens have _______HIGHER____ (higher/lower) rates of teen pregnancy and abortion.

State five factors that contribute to the high rate of unprotected sex among teenagers.

AMONG THE FACTORS THAT CONTRIBUTE TO UNPROTECTED SEX AMONG ADOLESCENTS ARE (1) IGNORANCE ABOUT THE SAFE AND RISKY TIMES OF THE MENSTRUAL CYCLE, (2) GUILT RELATED TO SEXUAL ACTIVITY, (3) MINIMAL COMMUNICATION ABOUT BIRTH CONTROL, (4) ALCOHOL USE THAT INFLUENCES JUDGMENT, AND (5) MASS MEDIA NORMS OF UNPROTECTED PROMISCUITY.

OBJECTIVE 13: Describe trends in the spread of sexually transmitted infections.

14. Unprotected sex has led to an increase in adolescent rates of ______SEXUALLY TRANSMITTED INFECTIONS (STI)_____. Teenage girls, because of their lower levels of protective ______ANTIBODIES______, may be especially vulnerable to STIs.

State several predictors of sexual restraint (reduced teen sexuality and pregnancy).

TEENS WITH HIGH INTELLIGENCE TEST SCORES, THOSE WHO ARE ACTIVELY RELIGIOUS, THOSE WHOSE FATHER IS PRESENT, AND THOSE WHO PARTICIPATE IN SERVICE LEARNING PROGRAMS MORE OFTEN DELAY SEX. TRENDS TOWARD COMMITMENT SHOW DECLINING TEEN BIRTH RATES AND SEXUAL ACTIVITY.
OBJECTIVE 14: Summarize current views on the number of people whose sexual orientation is homosexual, and discuss the research on environmental and biological influences on sexual orientation.

15. A person’s sexual attraction toward members of a particular gender is referred to as ___SEXUAL_______ ORIENTATION_____.

16. Historically, ___ALL_____ (all/a slight majority) of the world’s cultures have been predominantly heterosexual. Most homosexuals began thinking of themselves as gay or lesbian around age ______20_____.

17. Studies in Europe and the United States indicate that approximately ___3 OR 4_____ percent of men and _____1 OR 2______ percent of women are exclusively homosexual. This finding suggests that popular estimates of the rate of homosexuality are _____HIGH_______ (high/low/accurate).

18. A person’s sexual orientation _____DOES NOT_____ (does/not does) appear to be voluntarily chosen. Several research studies reveal that sexual orientation among _____WOMEN____ (women/men) tends to be less strongly felt and potentially more changeable than among the other gender. This phenomenon has been called _____EROTIC_______ PLASTICITY_____.

19. Gays and lesbians suffer elevated rates of _____DEPRESSION____ and risk of _____SUICIDE____ attempts.

20. Most gays and lesbians ___ACCEPT_____ (accept/do not) their orientation.

21. Childhood events and family relationships ___ARE NOT______ (are/are not) important factors in determining a person’s sexual orientation.

22. Homosexuality ____DOES NOT____ (does/not does) involve a fear of the other gender that leads people to direct their sexual desires toward members of their own gender.

23. Sex hormone levels _____DO NOT____ (do/not do) predict sexual orientation.

24. As children, most homosexuals ___WERE NOT____ (were/were not) sexually victimized.

25. Homosexual people appear more often in certain populations, including _____POETS_____, _____FICTION_____ WRITERS, _____ARTISTS___, and _____MUSICIANS_____.

26. Men who have older brothers are somewhat ___MORE____ (more/less) likely to be gay. This phenomenon, which has been called the ____FRATERNAL___ BIRTH - _____ORDER____ EFFECT____, may represent a defensive maternal ____IMMUNE____ response to substances produced by _____MALE____ (male/female) fetuses.

27. One theory proposes that people develop a homosexual orientation if they are segregated with ___THEIR OWN_____ (their own/the other) gender at the time their sex drive matures. The fact that early homosexual behavior ____DOES NOT____ (does/not does) make people homosexual ____CONFLICTS WITH____ (supports/conflicts with) this theory.

28. Same-sex attraction ____DOES_____ (does/not does) occur among animals.

29. Researcher Simon LeVay discovered a cluster of cells in the ____HYPOTHALAMUS_____ that is larger in ____HETEROSEXUAL_____ men than in all others. Gays and lesbians differ from their straight counterparts in their preference for sex-related ___ODORS_____. Other studies have found a section of the brain’s ____ANTERIOR_____ COMISSURE____ that is one-third larger in homosexual men than in heterosexual men.

30. Studies of twins suggest that genes probably _____DO______ (do/not do) play a role in homosexuality.

31. In animals and some rare human cases, sexual orientation has been altered by abnormal ____HORMONE____ conditions during prenatal development. In humans, prenatal exposure to hormone levels typical of _____FEMALES____, particularly between _____2_____ and _____5_____ months after conception, may predispose an attraction to males.

32. Gay males and lesbians may have certain physical traits more typical of those of the other gender, including _____FINGERPRINT_____ patterns, greater odds of being _____LEFT______ (right/left)-handed, and anatomical traits of the ____COCHLEA____ within the hearing system.

33. Most psychiatrists now believe that ____NATURE___ (nature/nurture) plays the larger role in predisposing sexual orientation. Those who believe that sexual orientation is determined by ____NATURE__ express more accepting attitudes toward homosexual persons.

34. Recent public opinion surveys reveal a _____MORE____ (more/less) accepting attitude toward homosexuality among Americans _BUT NOT A LIBERALIZATION OF____(and/ but not a liberalization of) all sex-related attitudes.

OBJECTIVE 15: Discuss the place of values in sex research.

35. The study of sexual behavior and what motivates it _____CANNOT____ (can/cannot) be free of values.

36. Researchers’ values ___SHOULD_____ (should/should not) be openly stated.

THE NEED TO BELONG

OBJECTIVE 16: Describe the adaptive value of social attachments, and identify both healthy and unhealthy consequences of our need to belong.

1. The philosopher ____ARISTOTLE_____ referred to humans as the ____SOCIAL_____ animal. From an evolutionary standpoint, social bonds in humans boosted our ancestors’ ____SURVIVAL_____ rates. If those who felt this need to _____BELONG_____ survived and
reproduced more successfully, their **GENES** would in time predominate.

2. When asked what makes life most meaningful, most people mention **CLOSE, SATISFYING RELATIONSHIPS WITH FAMILY, FRIENDS OR ROMANTIC PARTNERS**.

3. Feeling accepted and loved by others boosts our **SELF-ESTEEM**.

4. Much of our **SOCIAL** behavior aims to increase our belonging. For most people, familiarity leads to **LIKING** (liking/disliking).

5. After years of placing individual refugee and immigrant families in **ISOLATED** communities, US policies today encourage **CHAIN MIGRATION**.

6. **THROUGHOUT THE WORLD** (Through the world/Only in certain cultures do) people use social exclusion, or **OSTRACISM**, to control social behavior.

7. Researchers have found that ostracism increased activity in the brains **ANTERIOR CINGULATE CORTEX**, which is also activated in response to **PAIN**.

8. Researchers have found that people who are rejected are more likely to engage in **SELF-DEFEATING** behaviors and may exhibit more **ANTISOCIAL** behavior, such as **AGGRESSION**.

9. People who perceive strong social support from others live with better **HEALTH** than those who lack social support. They also have a lower risk of **PSYCHOLOGICAL DISORDER** and premature **DEATH**.

**OBJECTIVE 17:** Discuss the importance of flow, and identify the three subfields of Industrial-organizational psychology.

1. According to Freud, the healthy life is filled with **WORK** and **LOVE**.

2. Most people **DO NOT HAVE** (have/do not have) a predictable career path, which is one reason that many colleges focus less on **TRAINING JOB SKILLS** and more on **ENLARGING CAPACITIES FOR UNDERSTANDING, THINKING, AND COMMUNICATING IN ANY WORK SETTING**.

3. People who are unemployed **REPORT** (report/do not report) lower well-being. People who view their work as a **CALLING** report the greatest satisfaction.

4. Psychologist Mihaly Csikszentmihalyi formulated the concept of **FLOW**, which is defined as a state of focused **CONSCIOUSNESS** and diminished awareness of **SELF**. People who experience this state also experience increased feelings of **SELF-ESTEEM**, **COMPETENCE**, and **WELL-BEING**.

5. The nature of work has changed, from **FARMING** to **MANUFACTURING** to "**KNOWLEDGE WORK**". In addition, work is increasingly being **OUTSOURCED** to temporary employees.

6. The subjective sense of mutual obligations between workers and employers has been called the **PSYCHOLOGICAL CONTRACT**.

7. The field of **INDUSTRIAL-ORGANIZATIONAL** psychology applies psychology's principles to the workplace. The subfield of **ORGANIZATIONAL PSYCHOLOGY**, examines how work environments and **MANAGEMENT** styles influence worker motivation. A third subfield **HUMAN FACTORS** focuses on the design of appliances, machines, and work environments.

**OBJECTIVE 18:** Describe how personnel psychologists help organizations with employee selection, work placement, and performance appraisal.

8. Personnel psychologists have found that the corporate world is generally quite **BAD** (good/bad) at capitalizing on the strengths of workers. One remedy to this is instituting a **STRENGTHS** - **BASED** selection system which matches strengths to work.

9. **CLOSE, SATISFYING RELATIONSHIPS WITH FAMILY, FRIENDS OR ROMANTIC PARTNERS**, the subjective sense of mutual obligations between workers and employers has been called the **PSYCHOLOGICAL CONTRACT**.

10. Interviewers’ impressions of applicants tend to be highly **ERROR-PRONE** (accurate/error-prone).

11. Interviewers tend to **OVERESTIMATE** (over/underestimate) their interviewing skills and intuition – a phenomenon labeled the **INTERVIEWER ILLUSION**.

State four effects that fuel this phenomenon.

a. **INTERVIEWERS DISCLOSE THE INTERVIEWEE’S GOOD INTENTIONS, WHICH ARE LESS REVEALING THAN THEIR TYPICAL BEHAVIORS**

b. **INTERVIEWERS TEND TO FOLLOW THE SUCCESSFUL CAREERS OF PEOPLE THEY HIRED AND LOSE TRACK OF THOSE THEY DID NOT HIRE**

c. **INTERVIEWERS MISTAKENLY PRESCRIBE THAT HOW INTERVIEWEES PRESENT THEMSELVES REFLECTS ONLY THEIR ENDURING TRAITS**

d. **INTERVIEWER’S PRECONCEPTIONS AND MOODS INFLUENCE THEIR PERCEPTIONS OF JOB APPLICANTS**
12. A more disciplined method of collecting information from job applicants is the __structured__ interview, which asks the same questions of all applicants. This method enhances the __reliability__ and __predictive__ accuracy of the interview process.

13. Performance appraisal has several purposes, including helping organizations decide __who to retain__, how to appropriately __reward and pay__ workers, and how to better harness employees’ __strengths__. Performance appraisal methods include __checklists__, __graphic rating__ scales, and __behavior rating__ scales.

14. One form of bias in performance appraisal is the __halo__ effect, which occurs when one trait biases ratings of other work-related behaviors. Another is the __recency__ error, which occurs when raters focus on easily remembered behavior. Two others are the __leniency__ and the __severity__ errors, in which an evaluator tends to be either too easy or too harsh on everyone.

15. Psychologists refer to the desire for significant accomplishments, mastering skills or ideas, and attaining a high standard as __achievement motivation__. People with high levels of this form of motivation __do__ (do/do not) achieve more. What is most important in their achievement is not so much their creativity or intelligence as their __self-discipline__ and their passionate dedication to an ambitious, long-term goal, or their __grit__.

16. Positive moods at work contribute to worker __creativity__, __persistence__, and __helpfulness__. Researchers have also found a positive correlation between measures of organizational success and employee __engagement__, or the extent of workers’ involvement, satisfaction, and enthusiasm.

17. Good managers help people __identify__ and measure their talents, match __tasks__ to talents, care how people feel about their work, and __reinforce__ positive behaviors.

18. When people state not only goals but also their __implementation__ and __intentions__, they become more focused in their work and timely completion becomes more likely.

19. Managers who are directive, set clear standards, organize work, and focus attention on specific goals are said to employ __task__ leadership. More democratic managers who aim to build teamwork and mediate conflicts in the work force employ __social__ leadership.

20. An outdated leadership theory, called the __great person__ theory of leadership, assumes that all great leaders share certain __traits__.

21. Effective leaders often possess a self-confident __charisma__ that is a mixture of their __vision__ of some goal, coupled with an ability to __communicate__ clearly and to __inspire__ others. Similarly, __transformational__ leaders articulate high standards, inspire others, and offer personal attention.

22. People respond more positively when they are given the opportunity to __voice__ their opinions during the decision-making process. This has been called the __voice__ effect.

**OBJECTIVE 19:** Define achievement motivation, and explain why organizations would employ an I/O psychologist to help motivate employees and foster employee satisfaction.

**OBJECTIVE 20:** Describe some effective management techniques.