



AUTONOMY, COMPETENCE, RELATEDNESS - SUPPORTING STUDENT WELL-BEING THROUGH PSYCHOLOGICAL NEEDS



ORIGINAL PAPER

Prosocial behavior increases well-being and vitality even without contact with the beneficiary: Causal and behavioral evidence

Frank Martela¹ • Richard M. Ryan^{2,3}

The Benefits of Benevolence: Basic Psychological Needs, Beneficence, and the Enhancement of Well-Being

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J Happiness Stud
DOI 10.1007/s10902-017-9869-7

RESEARCH PAPER

Meaningfulness as Satisfaction of Autonomy, Competence, Relatedness, and Beneficence: Comparing the Four Satisfaction and Positive Affect as Predictors of Meaning in Life

Frank Martela¹ • Richard M. Ryan^{2,3} • Michael F. Steger^{4,5}

Journal of Personality 84:6, December 2016
© 2015 Wiley Periodicals, Inc.
DOI: 10.1111/jopy.12215



CrossMark

The Journal of Positive Psychology, 2016
Vol. 11, No. 5, 531–545, <http://dx.doi.org/10.1080/17439760.2015.1080174>

The three meanings of meaning in life: Distinguishing coherence, purpose, and meaning

Frank Martela^{a,*} and Michael F. Steger^{b,c}

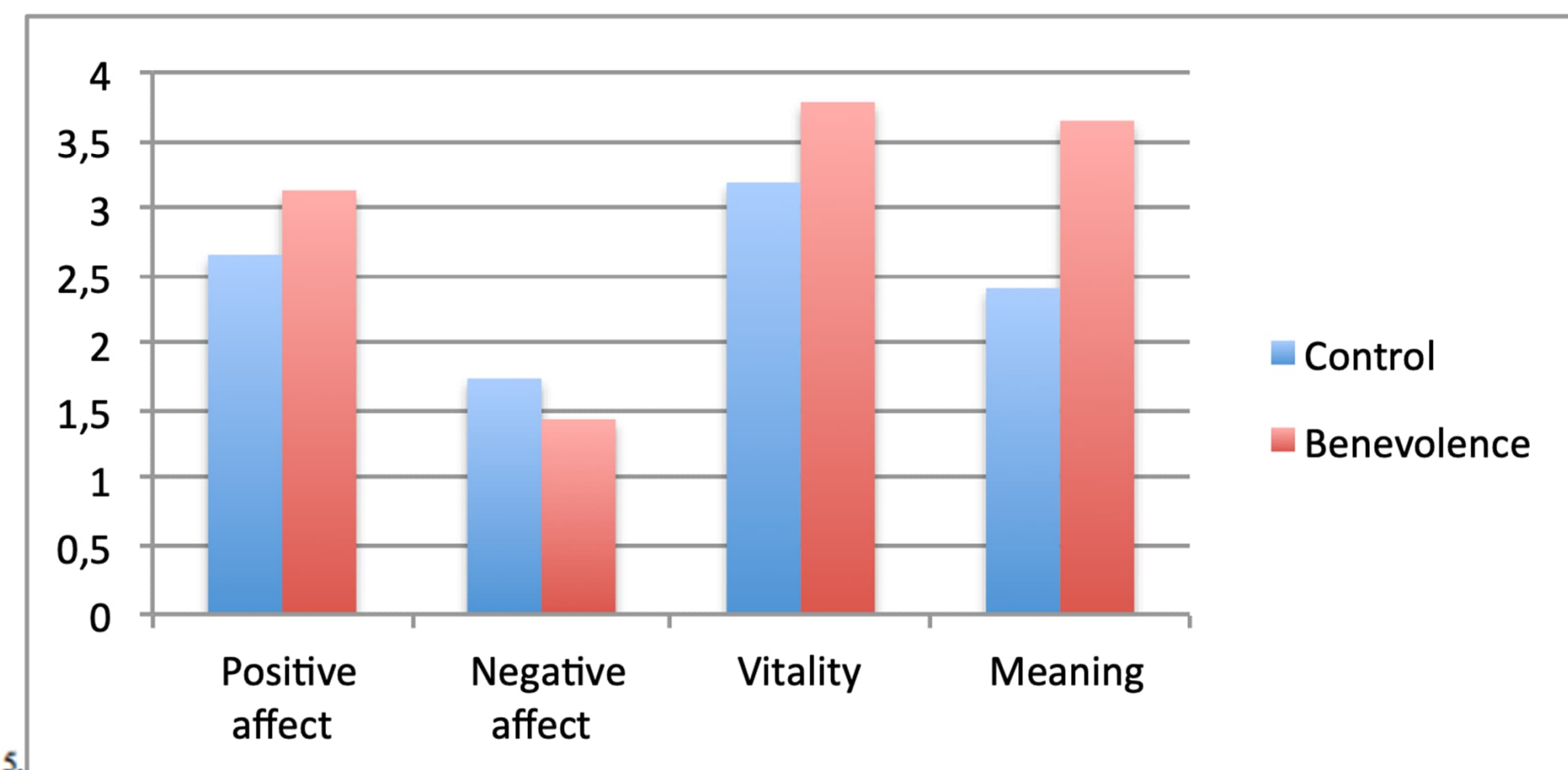
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Article

Fallible Inquiry with Ethical Ends-in-View: A Pragmatist Philosophy of Science for Organizational Research

Frank Martela

Department of Industrial Engineering and Management, Aalto University, Finland



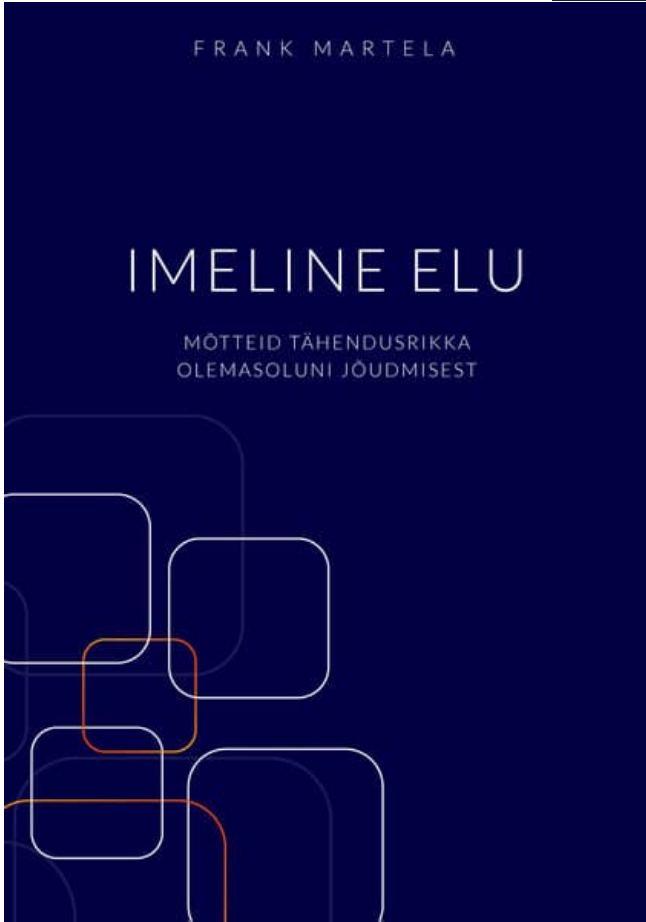
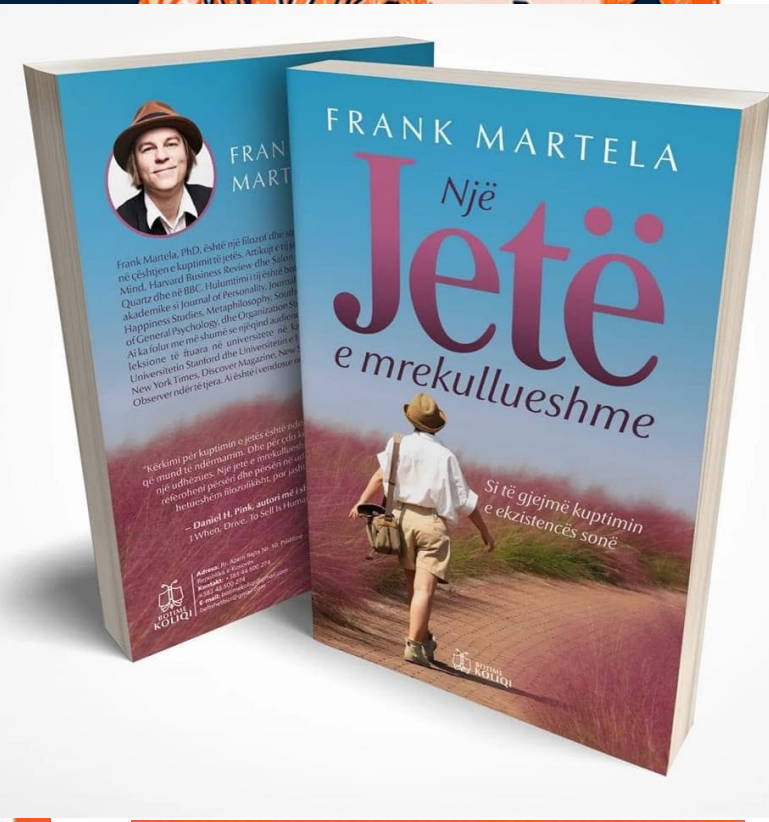
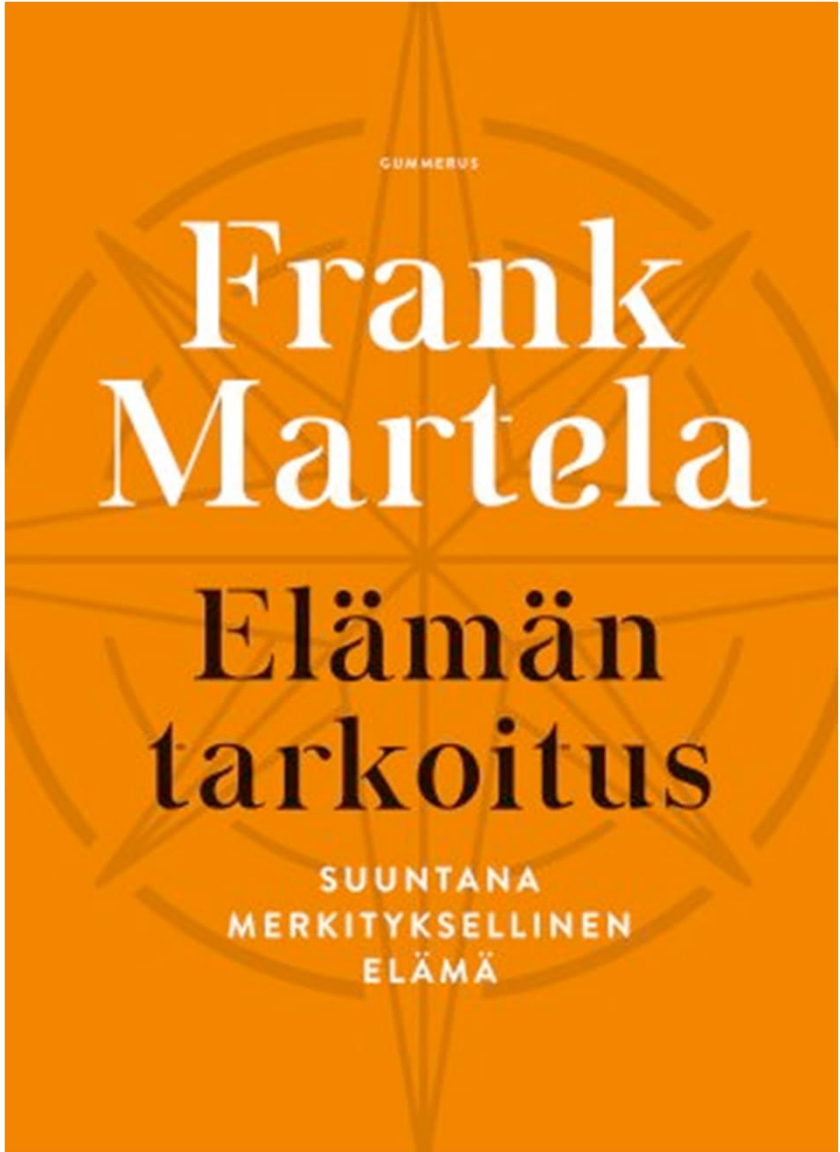
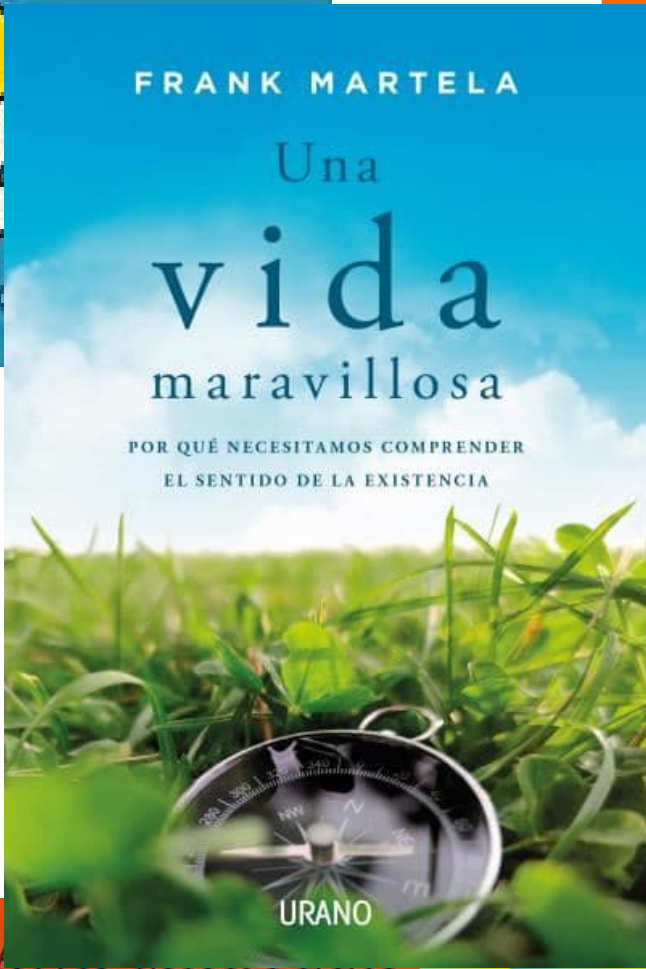
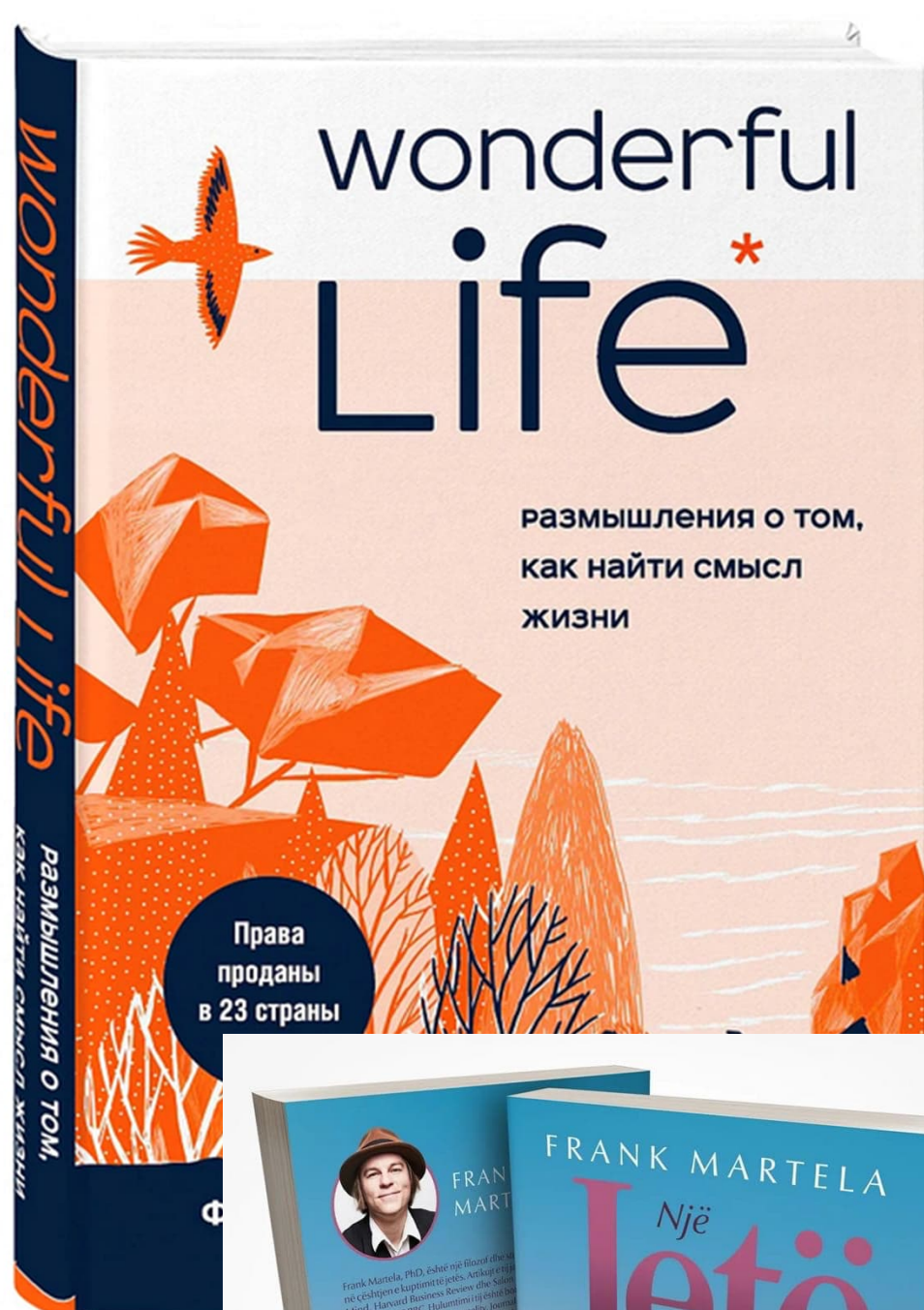
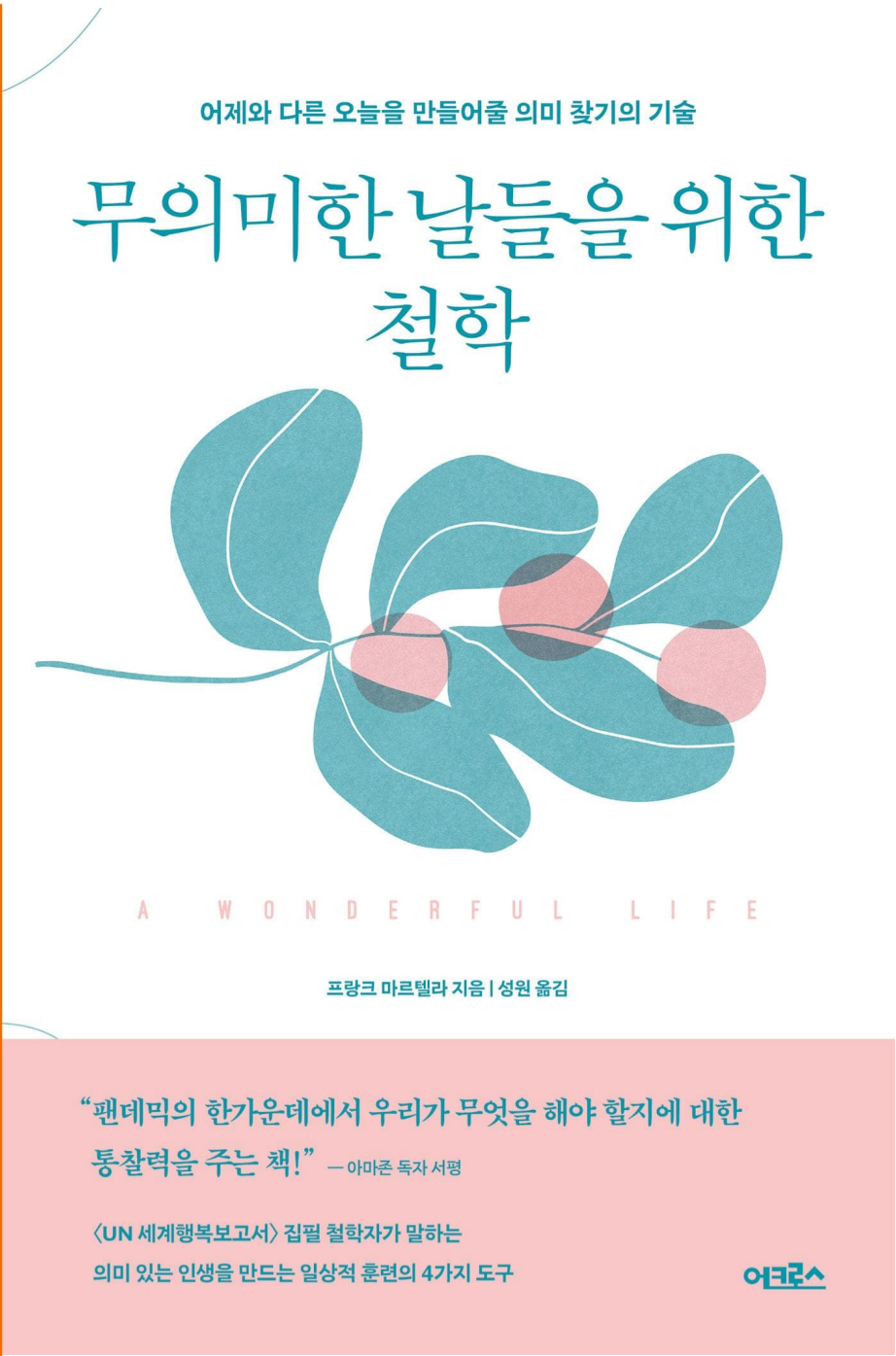
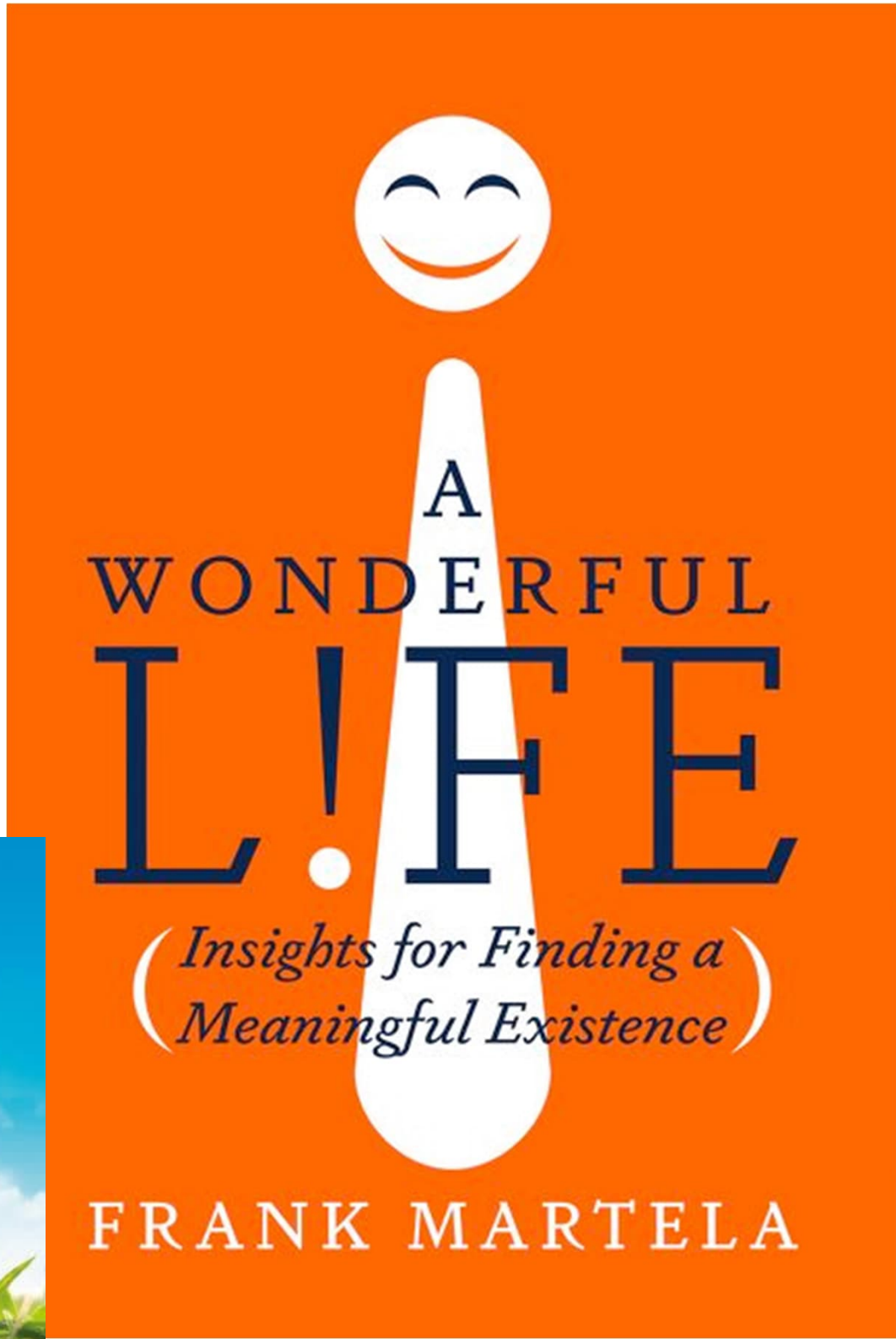
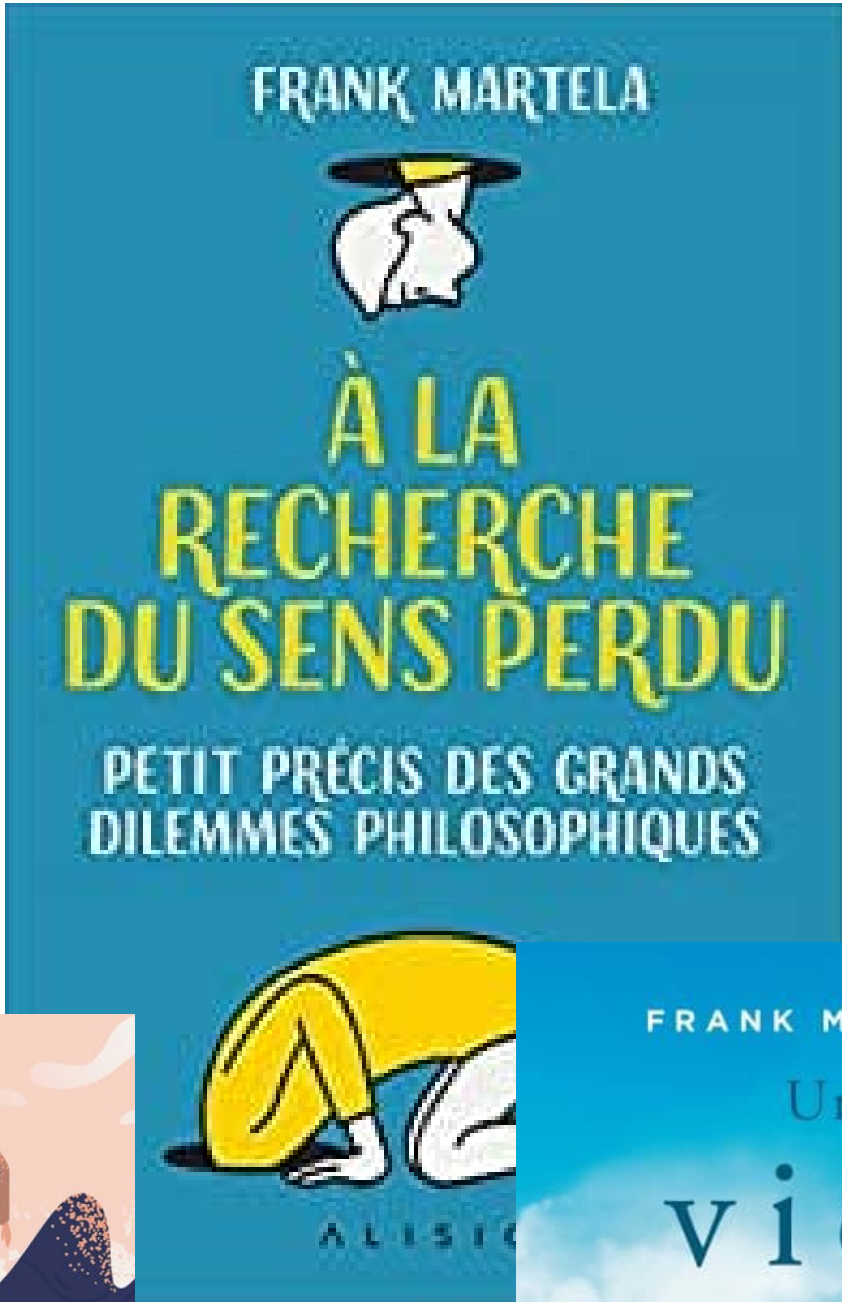
The Southern Journal of Philosophy
Volume 55, Issue 2
June 2017

MEANINGFULNESS AS CONTRIBUTION

FRANK MARTELA



Organization Studies
2015, Vol. 36(4) 537–563
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DOI: 10.1177/0170840614559257
www.egosnet.org/os





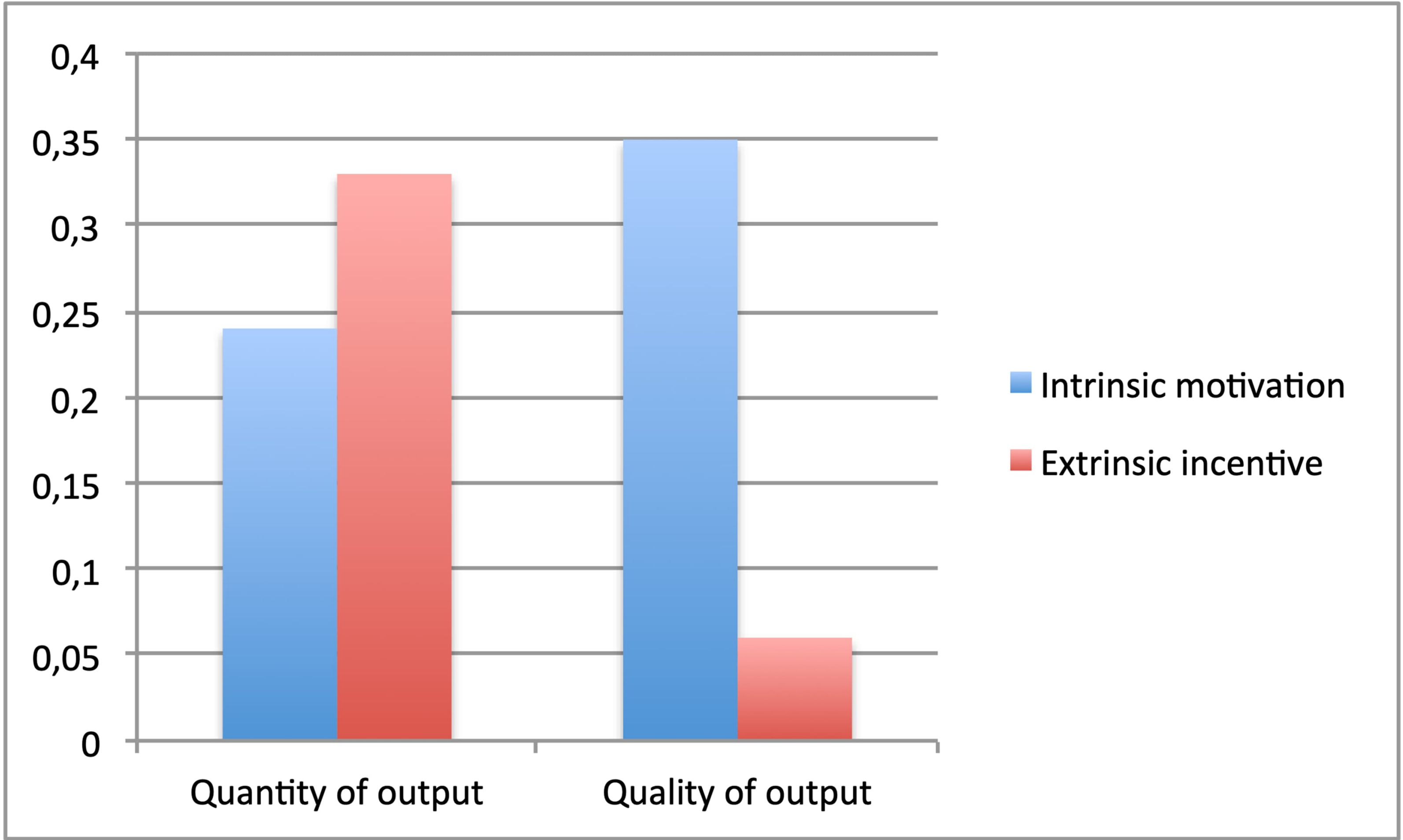
Smile? The Results From the 2020 World Happiness Report Are In

“Thus, in the current crisis, people are willing to follow instructions and trust that everyone will do their part,” Frank Martela, a Finnish philosopher who contributed to the report, said in an email. “Every time the president or the prime minister holds a public speech about the issue, the overwhelming response is one of trust and commitment.”

“People are stating and feeling that we are in this together,” he said.



TYPES OF MOTIVATION AS PREDICTORS OF PERFORMANCE



Meta-analysis of 183 studies having in total 212,000 participants.

Cerasoli, C. P., & Nicklin, J. M. (2014). Intrinsic Motivation and Extrinsic Incentives Jointly Predict Performance: A 40-Year Meta-Analysis.

Psychological Bulletin



ENGAGEMENT: WHY DOES IT MATTER?

- **Productivity**
(Xanthopoulou et al. 2009)
- **Better customer service** (Salanova et al. 2005)
- **Proactivity and initiative**
(Salanova & Schaufeli 2008)
- **Learning**
(Sonnentag 2003)
- **Creativity & innovativity**
(Hakanen et al. 2008)
- **Less sickness absenteeism**
(Schaufeli et al. 2009)
- **Physical health** (Seppälä et al. 2012)
- **Less anxiety**
(Schaufeli et al. 2008)
- **More satisfaction with life**
(Hakanen et al. 2012)

Meta-analysis of 73 interventions in health promotion:

	k	g	95% CI		p	Q	p	I2
Health Behaviour – End of intervention	49	0.450	0.329	0.571	<.01	334.39	<.01	85.6
Health Behaviour – Follow-up	28	0.278	0.172	0.384	<.01	78.08	<.01	65.4
Physical health – End of intervention	16	0.042	−0.151	0.234	.67	52.30	<.01	71.3
Physical health – Follow-up	14	0.280	0.033	0.528	.03	174.12	<.01	92.5
Psychological health – End of intervention	22	0.294	0.135	0.452	<.01	78.00	<.01	73.1
Psychological health – Follow-up	10	0.137	−0.087	0.361	.23	36.71	<.01	75.5

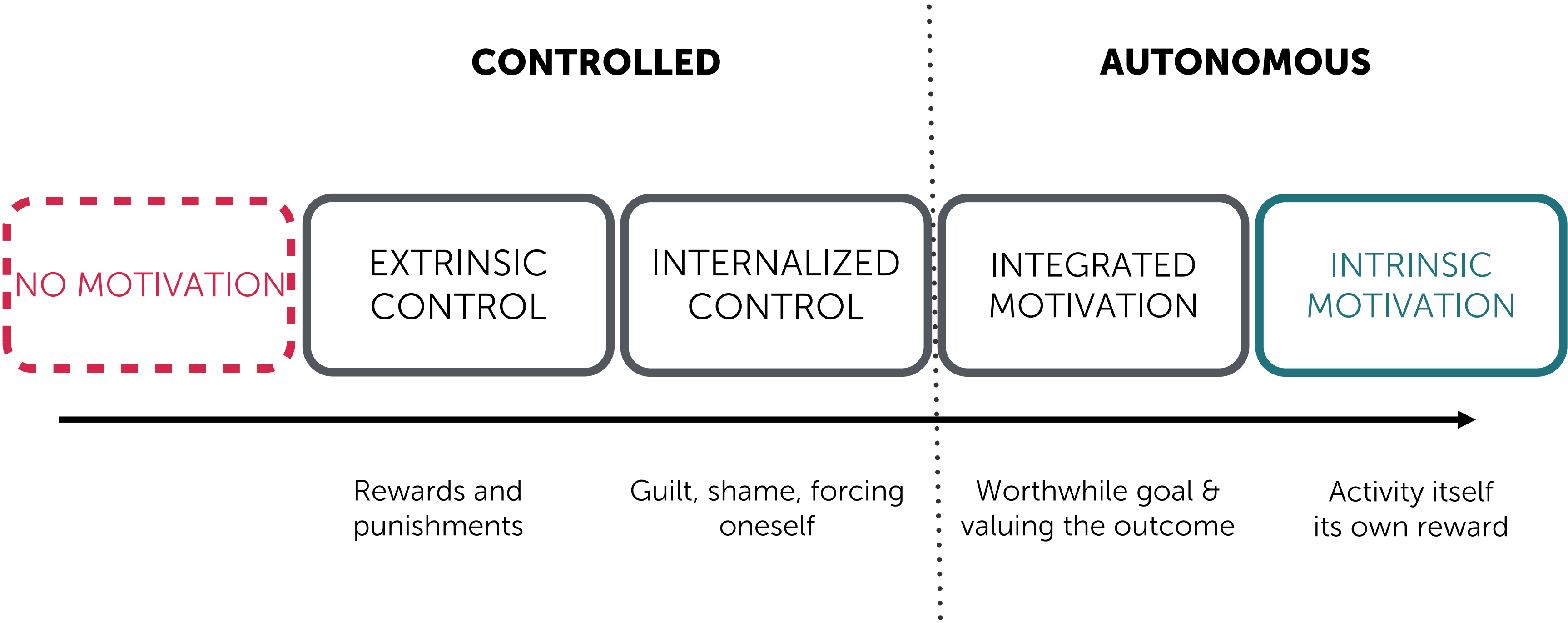
Ntoumanis, N., Ng, J. Y., Prestwich, A., Quested, E., Hancox, J. E., Thøgersen-Ntoumani, C., Deci, E. L., Ryan, R. M., Lonsdale, C., & Williams, G. C. (2021). A meta-analysis of self-determination theory-informed intervention studies in the health domain: Effects on motivation, health behavior, physical, and psychological health. *Health Psychology Review, 15*(2), 214–244.

TWO TYPES OF MOTIVATION: AUTONOMOUS SELF-MOTIVATION VS. CONTROLLED MOTIVATION



THE MOTIVATION CONTINUUM

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Ryan, R. M., & Deci, E. L. (2000). Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being. *American Psychologist*, 55(1), 68–78.

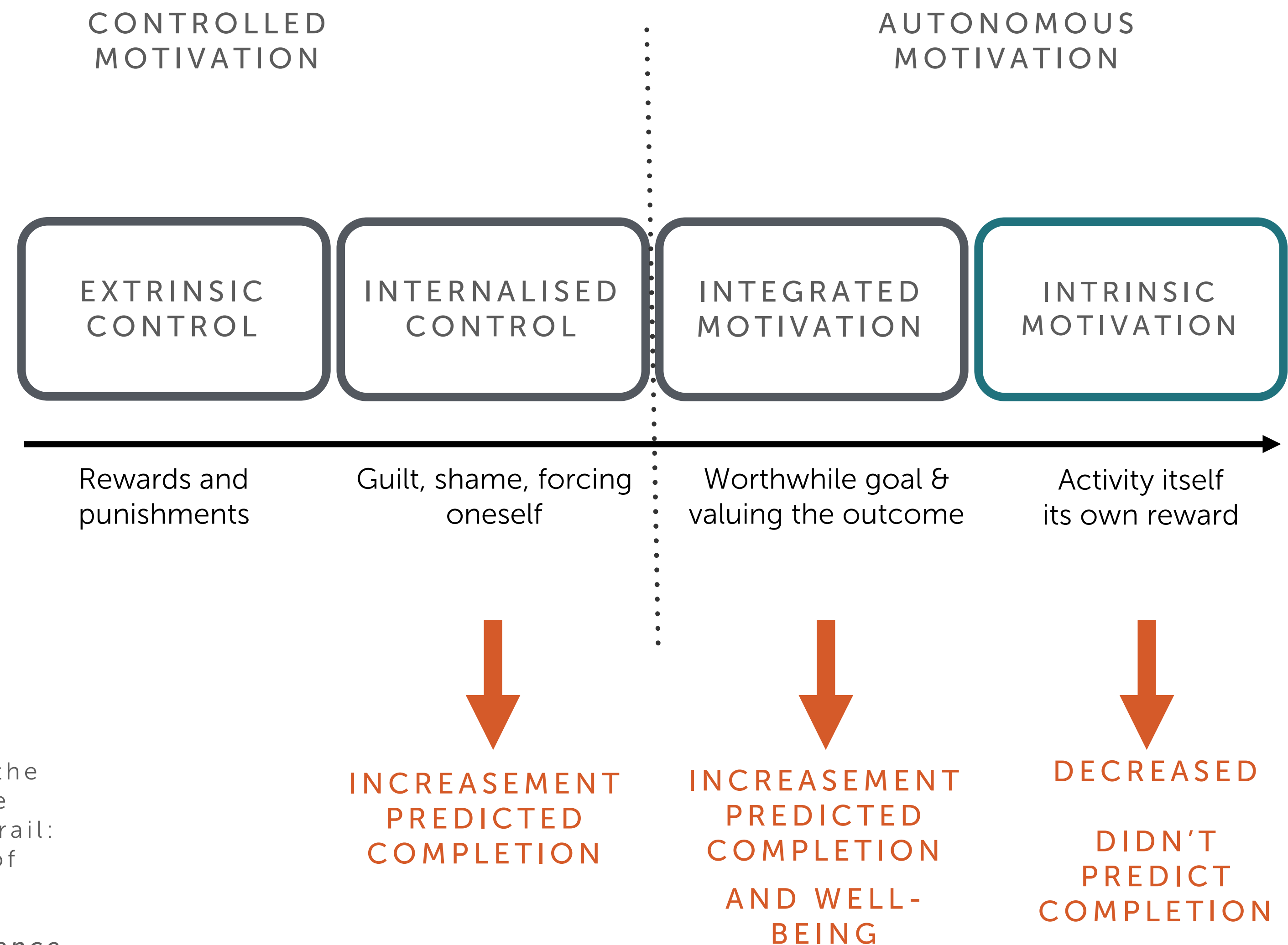
Ryan, R. M., & Deci, E. L. (2017). Self-Determination Theory: Basic Psychological Needs in Motivation, Development, and Wellness. Guilford Press.

PACIFIC CREST TRAIL

4200 km
~5 kk, 28 km/day



THE MOTIVATION CONTINUUM: PACIFIC CREST TRAIL



Sheldon, K. M.
(2020). Going the
distance on the
Pacific Crest Trail:
The vital role of
identified
motivation.
Motivation Science,
6(2), 177–181.

MOTIVATION CONTINUUM AT SCHOOL

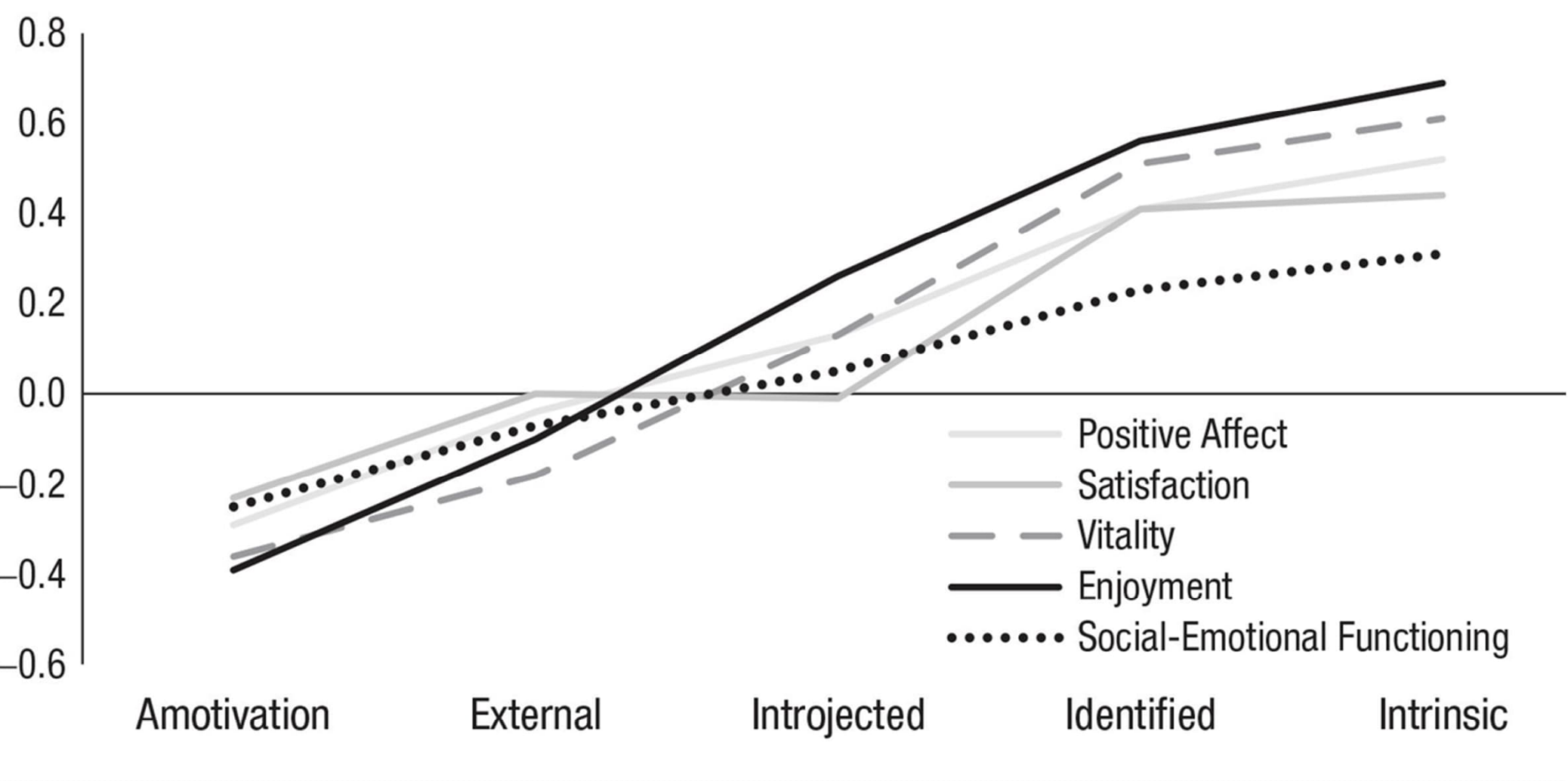


Fig. 7. Graphical representation of correlations between motivation and adaptive well-being outcomes.

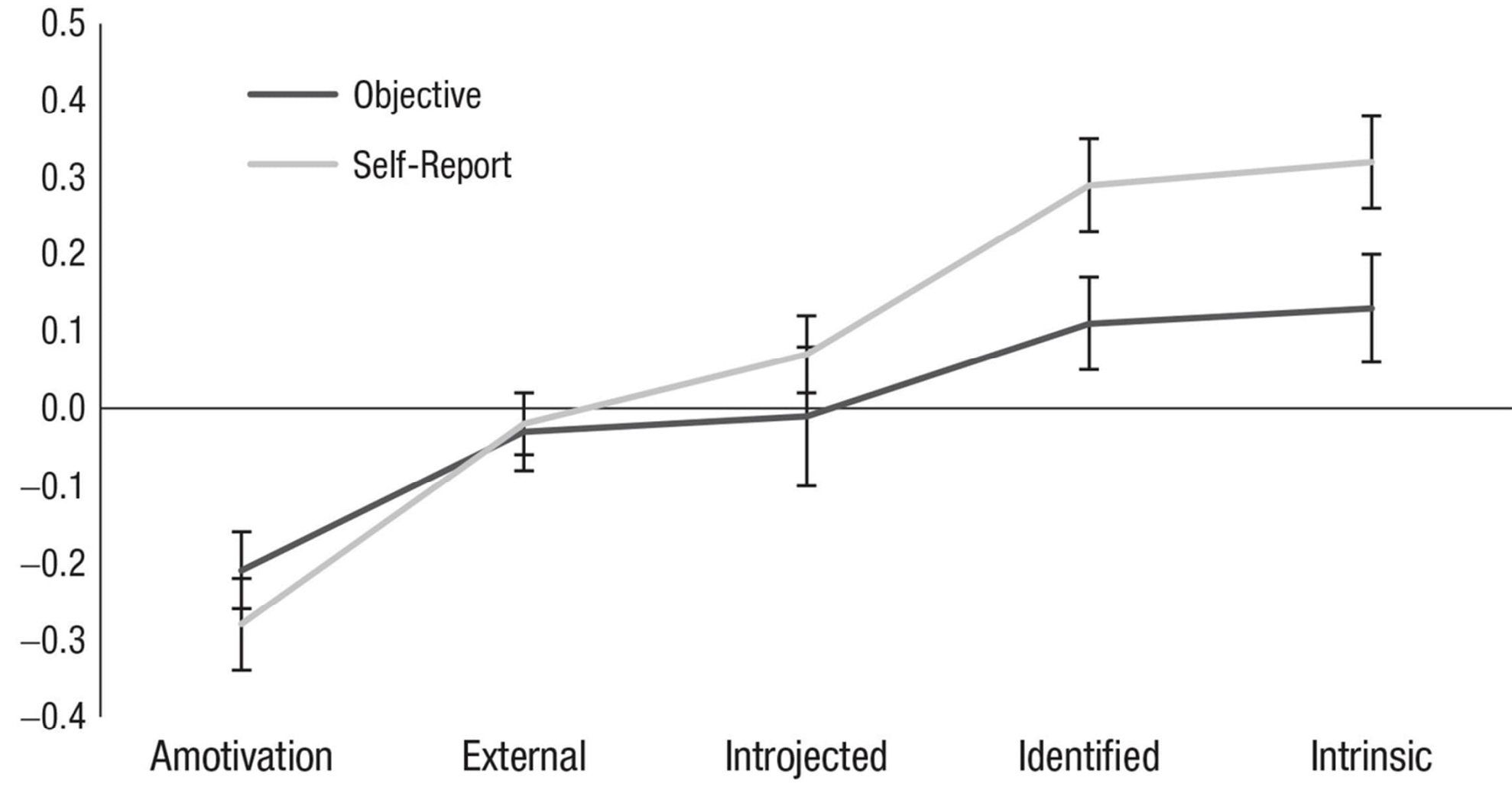


Fig. 4. Graphical representation of correlations between motivation factors and academic performance.

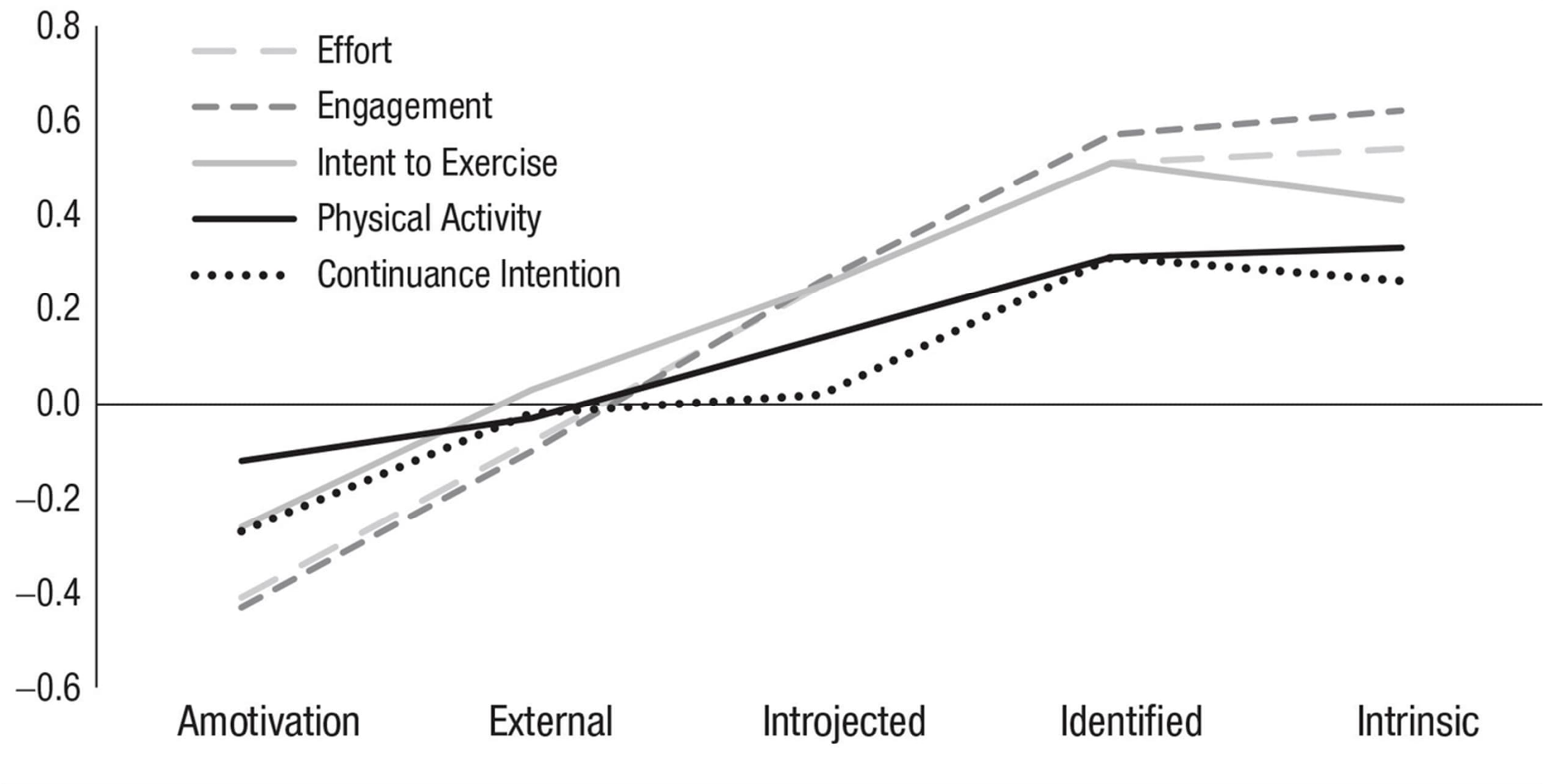


Fig. 5. Graphical representation of correlations between motivation and adaptive persistence outcomes.

Meta-analysis of 344 samples
(223,209 participants)

Howard, J. L., Bureau, J. S., Guay, F., Chong, J. X., & Ryan, R. M. (2021). Student motivation and associated outcomes: A meta-analysis from self-determination theory. *Perspectives on Psychological Science*, 16(6), 1300–1323.

DO YOU DO THINGS BECAUSE

A) YOU *HAVE* TO

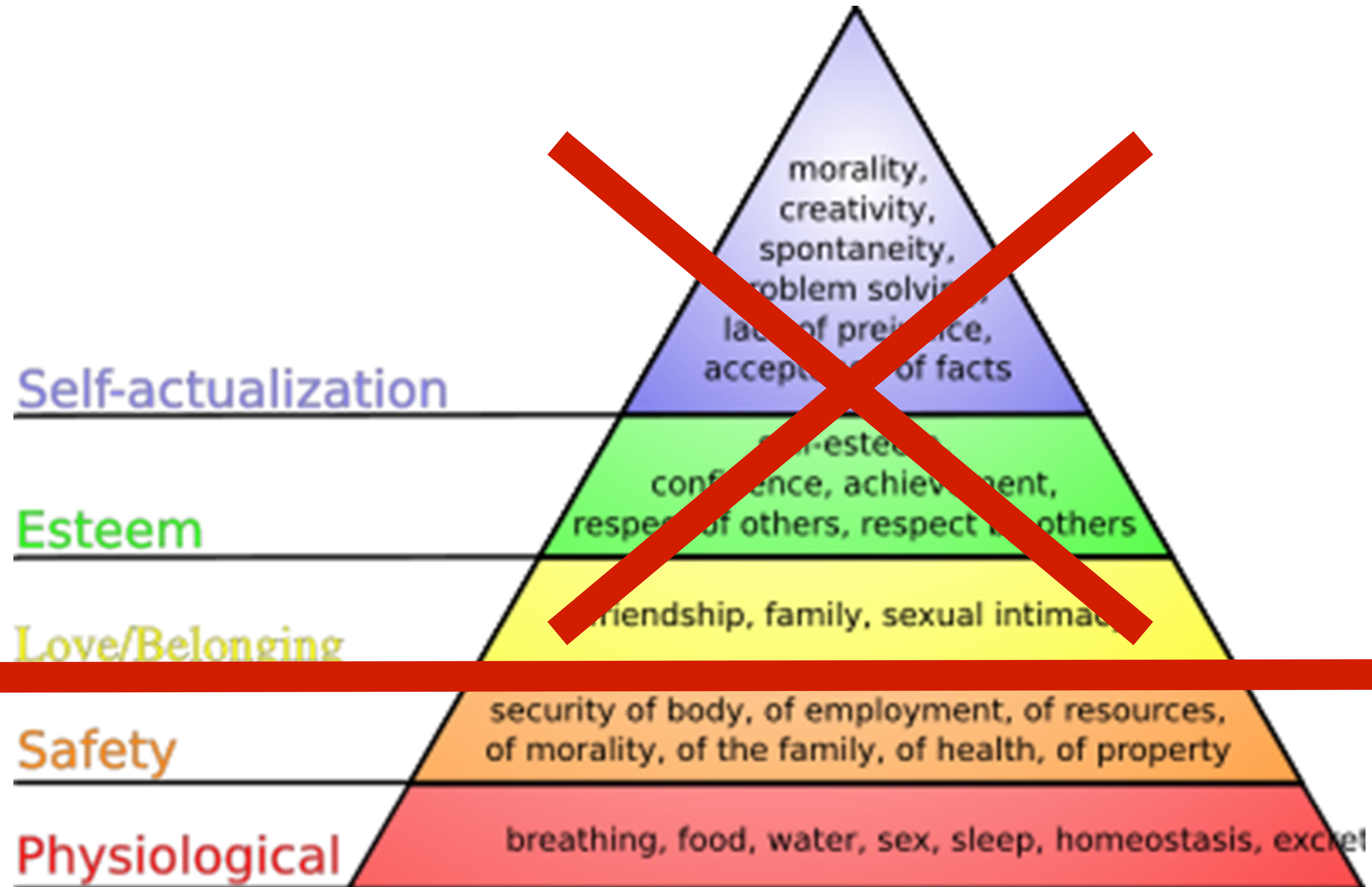
B) YOU *WANT* TO

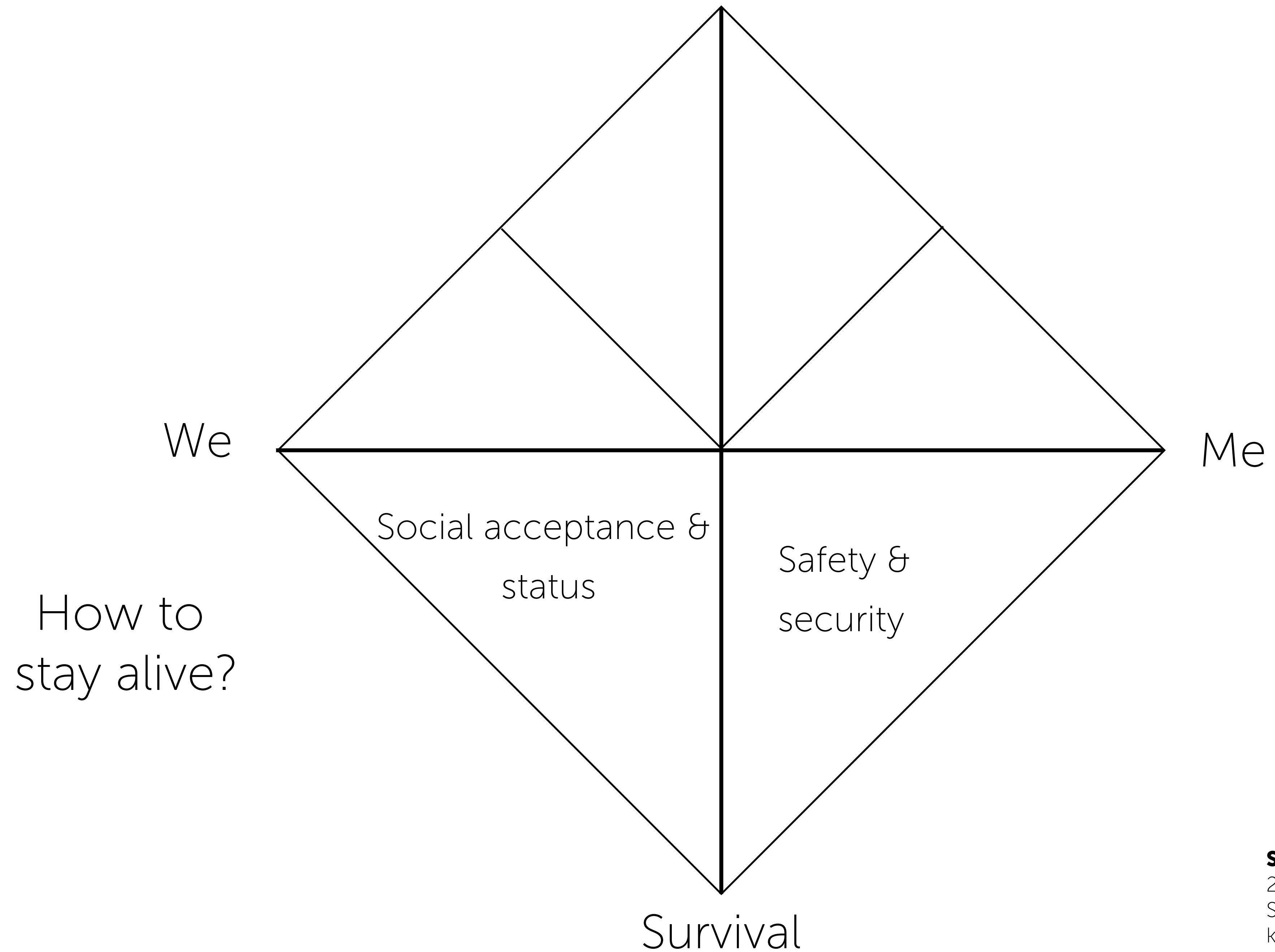
WHAT DO HUMANS ULTIMATELY STRIVE FOR IN LIFE?



MASLOW'S HIERARCHY OF NEEDS

.....





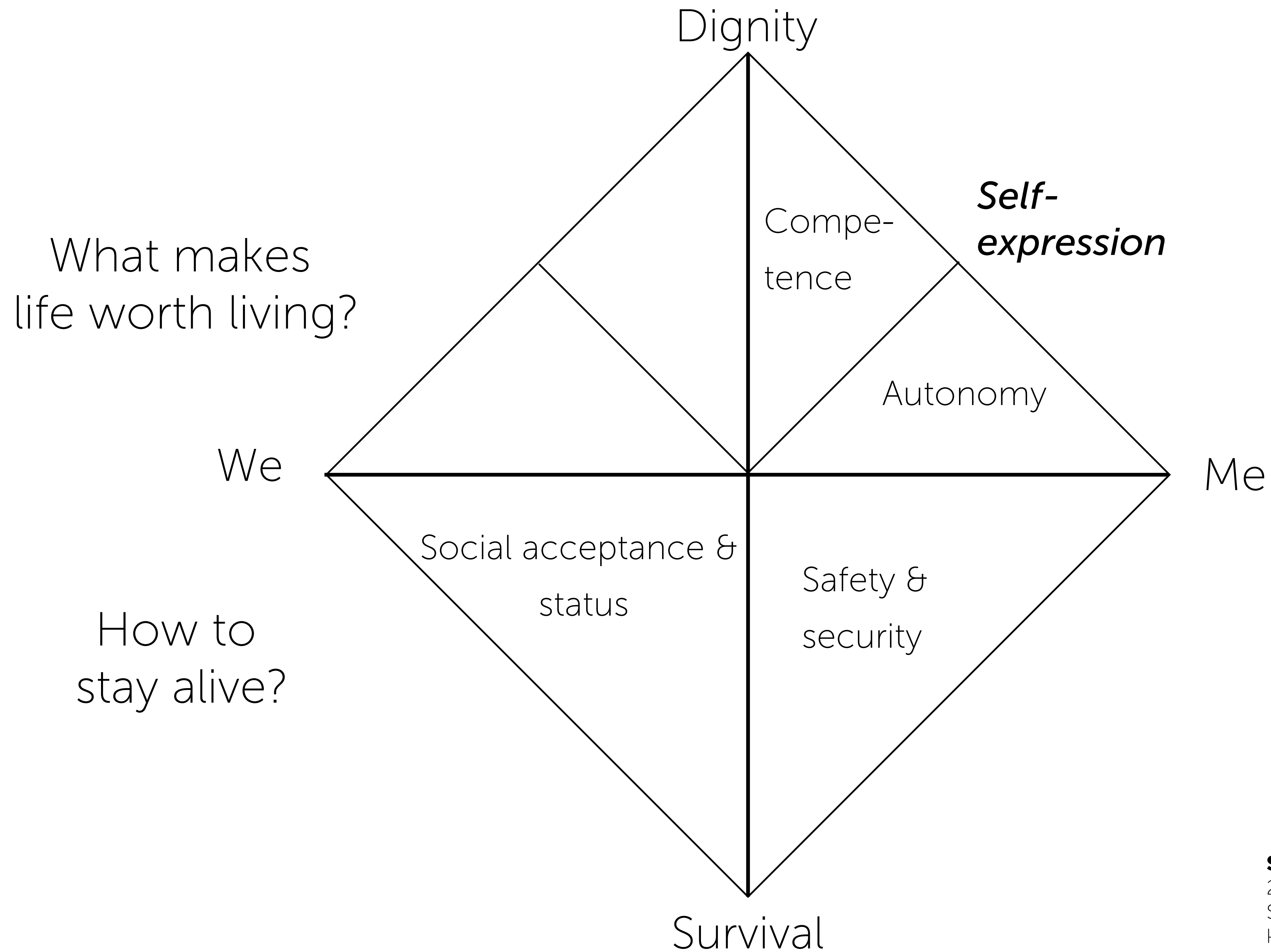
Source: Martela, F.,
2015: Valonöörin -
Sisäisen motivaation
käsikirja

Why do you want this job?



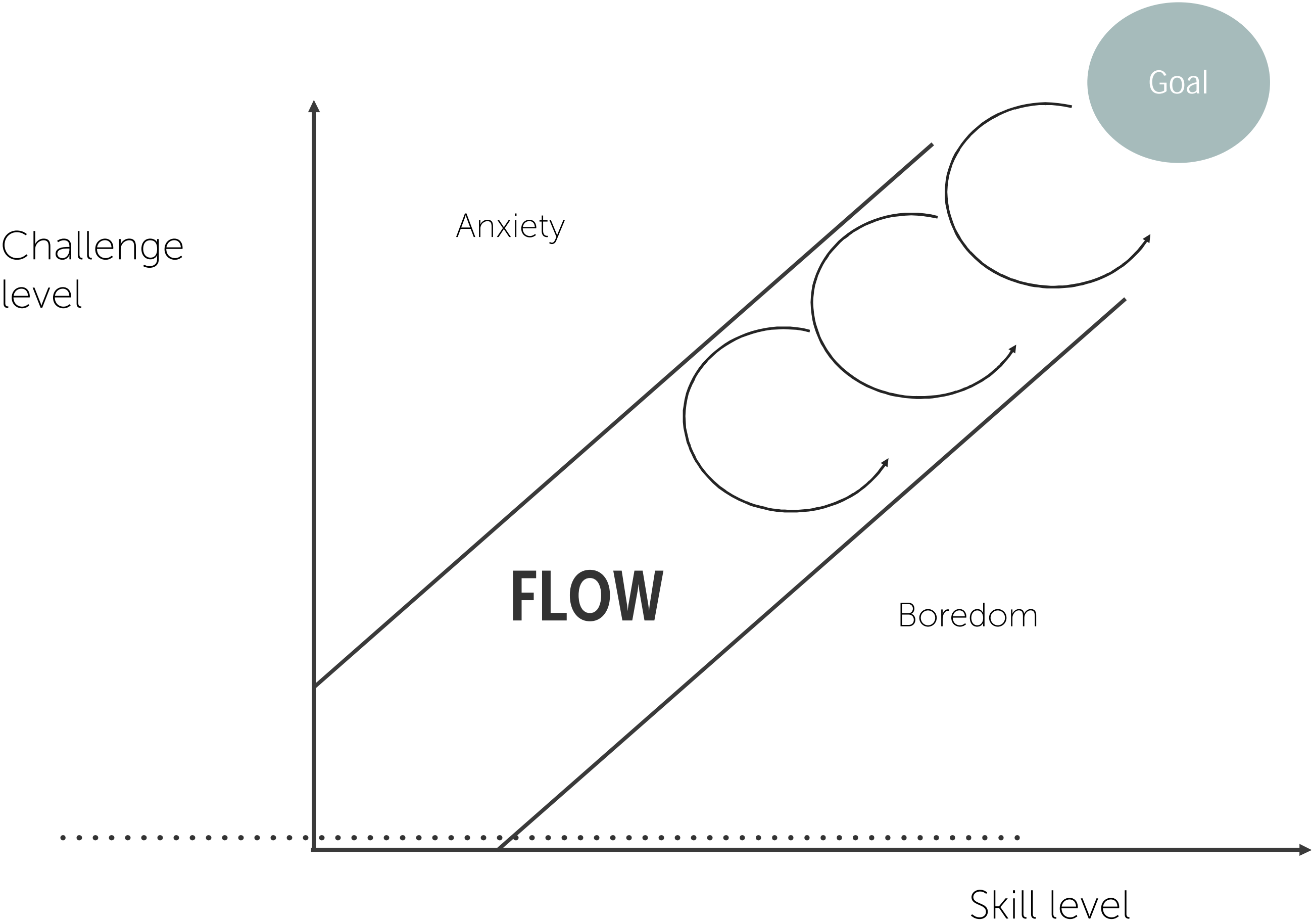
I've always been passionate
about being able to afford food.

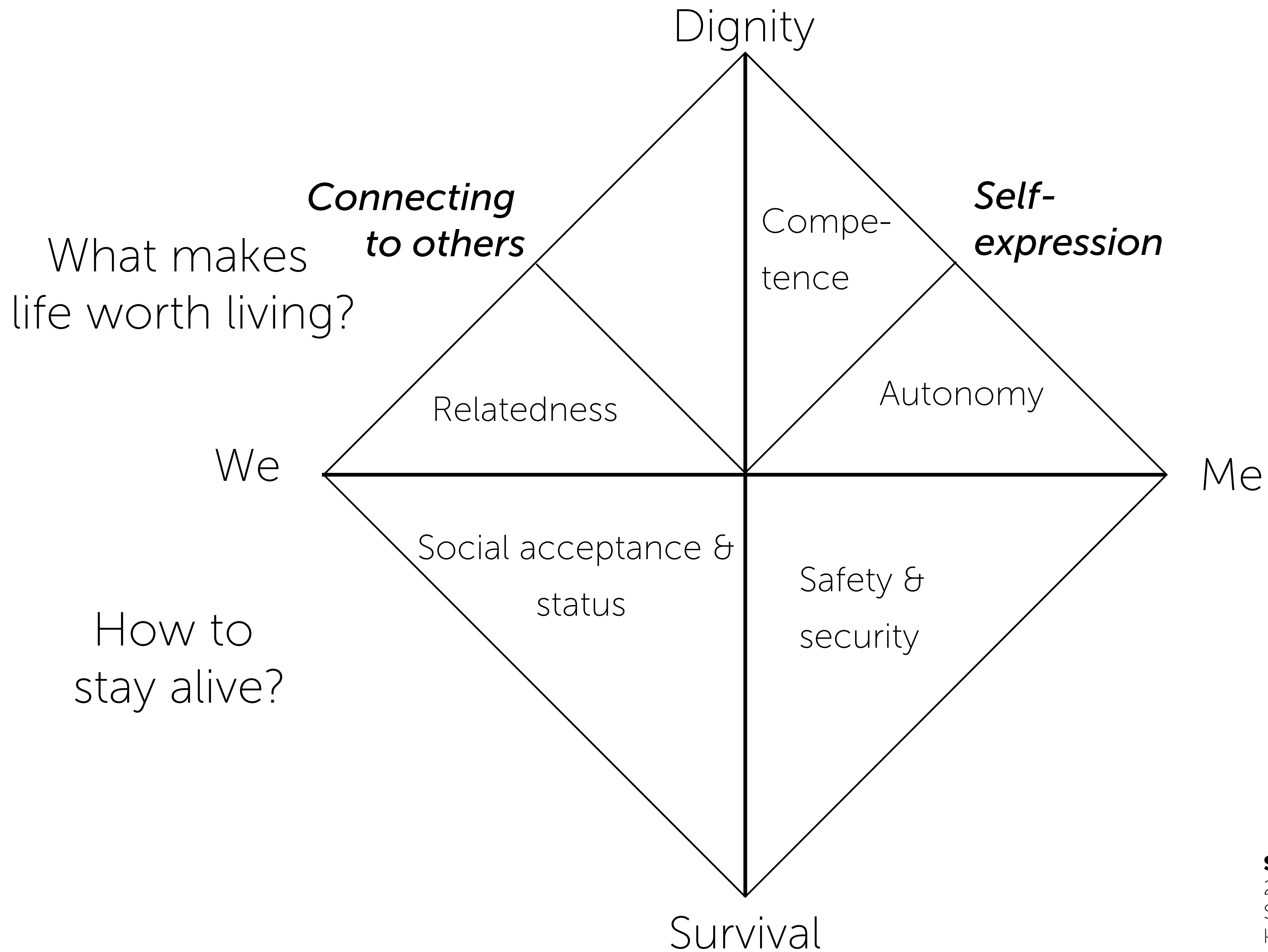




Source: Martela, F.,
2015: Valonöörin -
Sisäisen motivaation
käsikirja

FLOW CHANNEL





Source: Martela, F.,
2015: Valonöörin -
Sisäisen motivaation
käsikirja

Close relationships

~~QUANTITY~~

QUALITY



Control group

[HOME](#) [SUBJECTS](#) [GROUPS](#) [RICE!](#) [SIGN UP](#) [LOGIN](#) [ABOUT](#) [SPREAD THE WORD](#) [ENGLISH ▾](#)

 [login](#) | [sign up](#) (track your totals, join and create groups and more)

English Vocabulary

New Subjects! ▶

peek means:

quick look

carpet

mom

woods

How to Play

- Click on the right answer in the middle of this page.
- If you get it right, you get a harder question. If you get it wrong, you get an easier question.

WARNING: This game may make you smarter. It may improve your speaking, writing, thinking, grades, job performance... ([more](#))


Prosocial group

F R E E
Rice 2.0


HOME SUBJECTS GROUPS RICE! SIGN UP LOGIN ABOUT SPREAD THE WORD ENGLISH ▾

For each answer you get right, we donate 10 grains of rice through the World Food Programme to help end hunger


login | sign up (track your totals, join and create groups and more)



1 right = 10 grains



5 right = 50 grains



Play and feed hungry people

English Vocabulary

New Subjects! ▶

peek means:

quick look

carpet

mom

woods

7103810 grains of rice donated yesterday.
Over 100 billion grains donated to date (see [totals](#)).

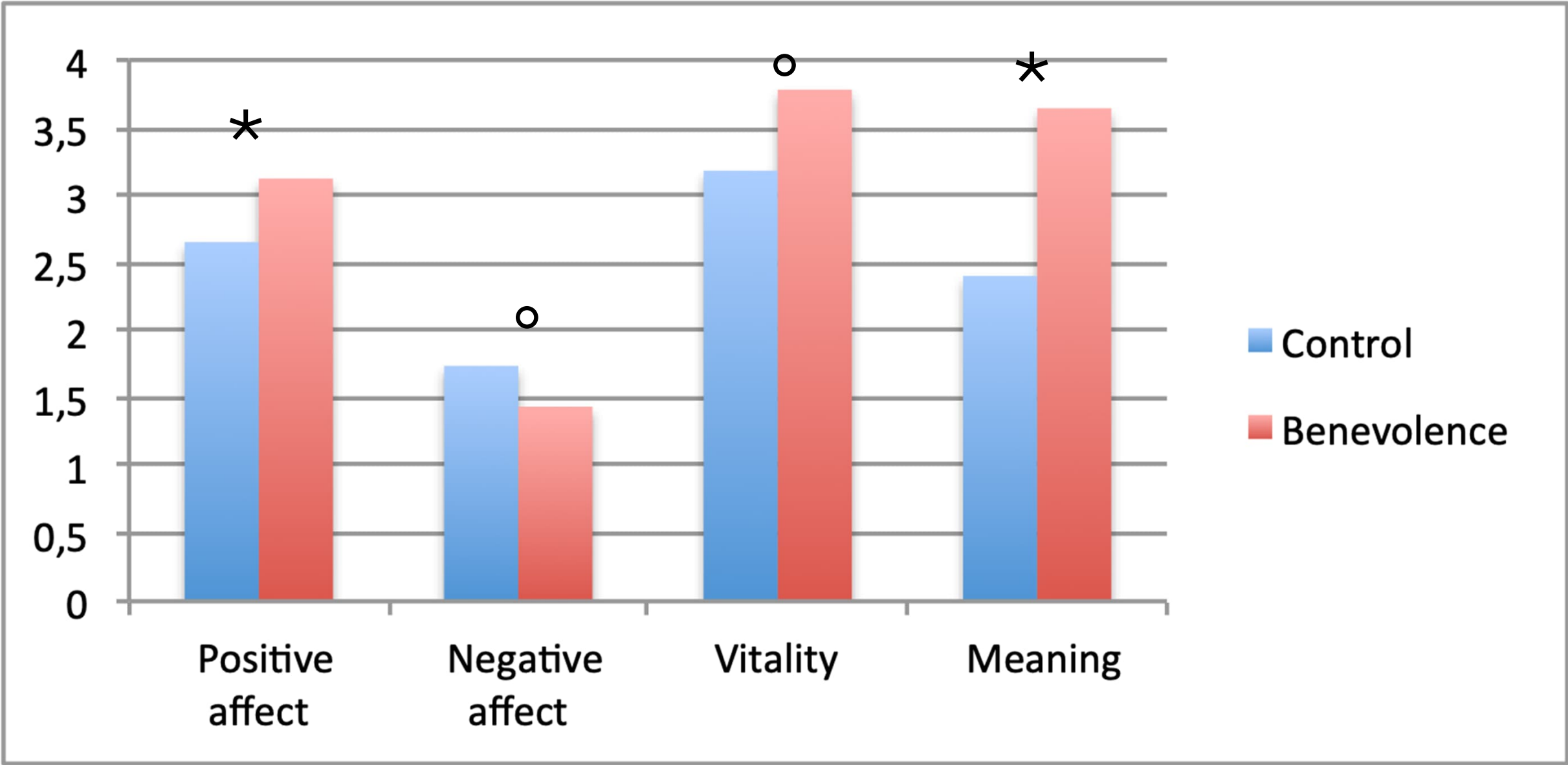
How to Play

- Click on the right answer in the middle of this page.
- If you get it right, you get a harder question. If you get it wrong, you get an easier question.
- For each answer you get right, we donate 10 grains of rice to the [United Nations World Food Program](#).

WARNING: This game may make you smarter. It may improve your speaking, writing, thinking, grades, job performance... ([more](#))

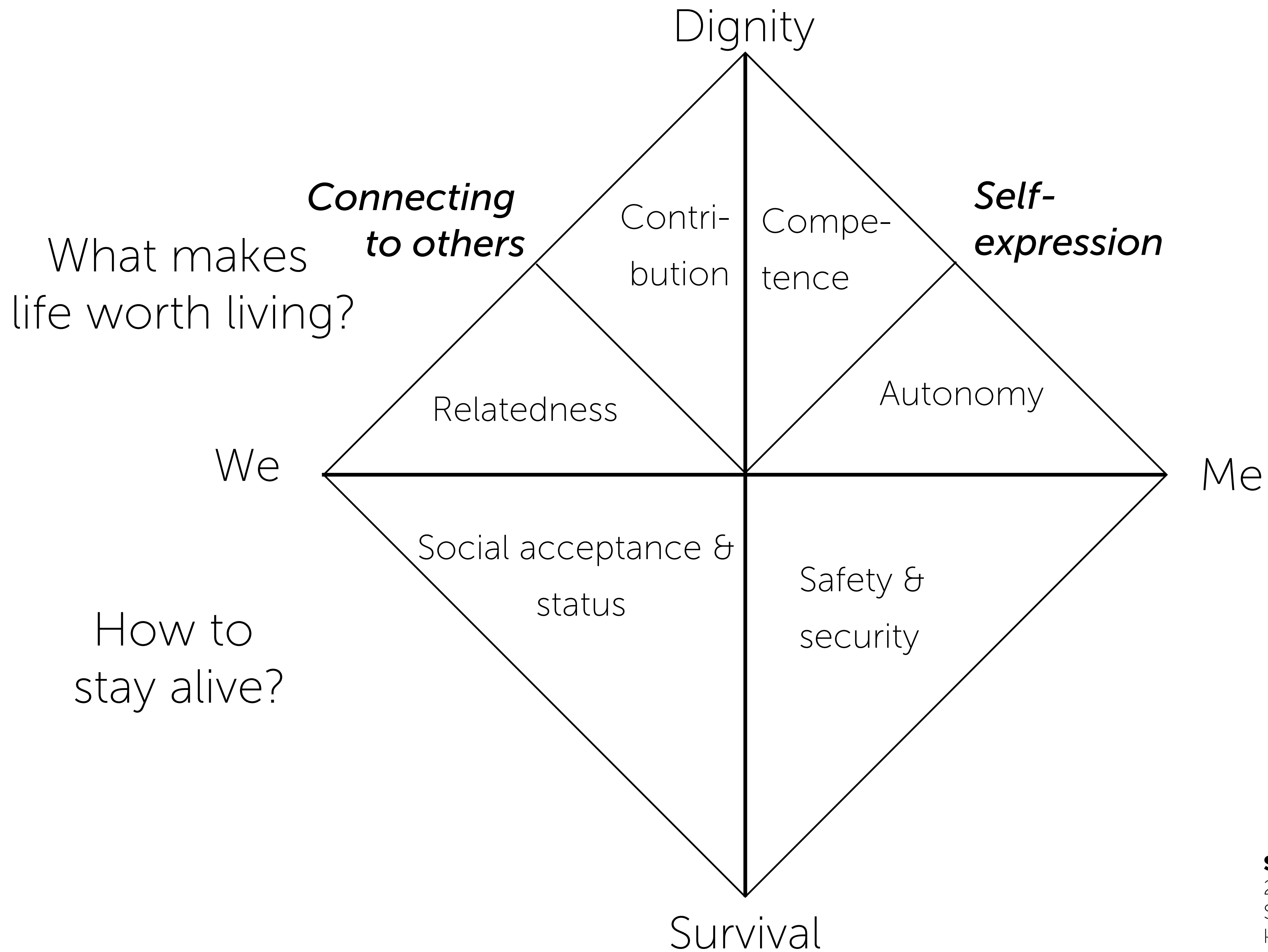
DOING GOOD TO OTHERS: MORE POSITIVE FEELINGS AND MORE MEANING

.....



* = $p > .05$
o = $p > .10$

Martela, F., & Ryan, R. M. (2016). Prosocial behavior increases well-being and vitality even without contact with the beneficiary: Causal and behavioral evidence. *Motivation and Emotion*, 40(3), 351–357.



Source: Martela, F.,
2015: Valonöörin -
Sisäisen motivaation
käsikirja

FOUR BASIC SOURCES OF INNER MOTIVATION AND MEANING

AUTONOMY

THE OPPORTUNITY TO
DO THINGS THAT
INTEREST YOU, THAT
YOU ENJOY, AND/OR
THAT YOU FIND
VALUABLE.
FREEDOM TO DECIDE
HOW TO WORK

COMPETENCE

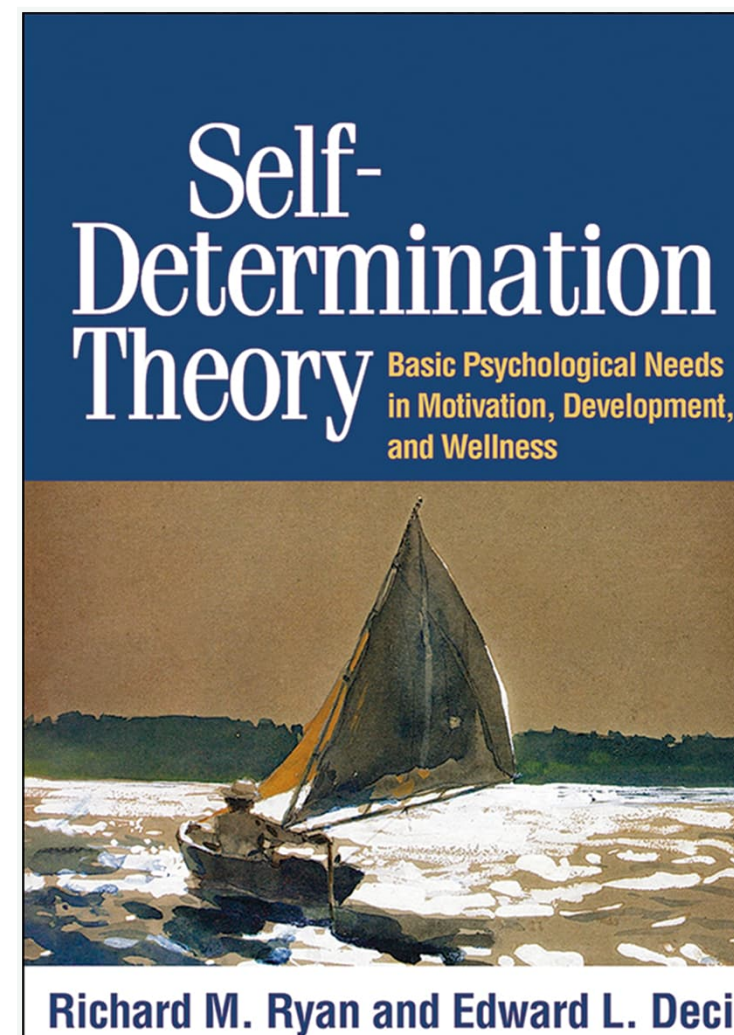
FEELING EFFECTIVE
AND HAVING A SENSE
OF MASTERY
THE ABILITY TO
ACCOMPLISH THINGS
AND LEARN NEW
THINGS

RELATEDNESS

FEELING THAT
PEOPLE CARE
ABOUT YOU AND
RESPECT YOU
FEELING AS PART
OF THE
COMMUNITY

CONTRIBUTION

BEING ABLE TO HELP
OTHERS AND MAKE A
POSITIVE
CONTRIBUTION
THROUGH ONE'S WORK



HOW TO SUPPORT SELF-MOTIVATION?



SUPPORTING AUTONOMY

- Explain and give reasons
- Treat people as responsible actors
 - Use informative rather than commanding language
- Acknowledge the other's perspective
- Give room to make choices

Source: Martela, F., Hankonen, N., Ryan, R. M., & Vansteenkiste, M. (2021). Motivating voluntary compliance to behavioural restrictions: Self-determination theory-based checklist of principles for COVID-19 and other emergency communications. *European Review of Social Psychology*,.



AUTONOMY IS NOT INDIVIDUALISM, BUT VOLUNTARY PARTICIPATION



SUPPORTING AUTONOMY

SHARED FRAMEWORK AND RULES

**PROVIDING
JUSTIFICATION FOR
RULES**



**GIVING ROOM FOR
INDEPENDENT THINKING**

SUPPORTING COMPETENCE

- Offer clear expectations, rules and goals
- Give enough support in challenging situations
- Support sense of accomplishment
- Offer constructive feedback
- Deal constructively with mistakes and setbacks

Source: Martela, F., Hankonen, N., Ryan, R. M., & Vansteenkiste, M. (2021). Motivating voluntary compliance to behavioural restrictions: Self-determination theory-based checklist of principles for COVID-19 and other emergency communications. *European Review of Social Psychology*,.



SUPPORTING RELATEDNESS

- Connect with people
- Show that you care
- Build spaces for moments of connecting



SUPPORTING CONTRIBUTION

- Remind about the good that people already do
- Highlight and express gratitude for good deeds



FOUR INTERACTIVE TOOLS

1. Autonomy: Give reasons
2. Competence: Give positive feedback
3. Relatedness: Give attention
4. Contribution: Give gratitude



"THE BEST TEST, AND THE MOST
DIFFICULT TO ADMINISTER, IS
THIS: DO THOSE SERVED GROW
AS PERSONS?"

- ROBERT GREENLEAF



THANK YOU!

frank.martela@aalto.fi