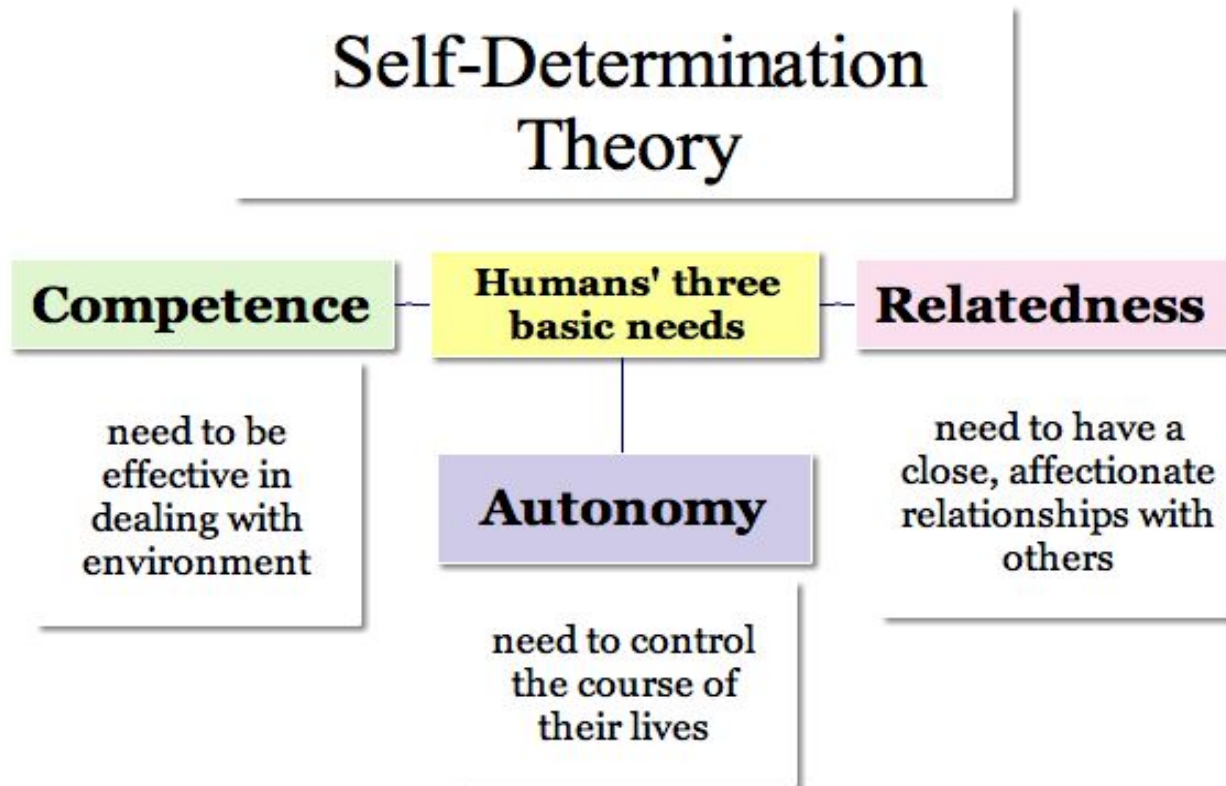


# **Self-Determination Theory**

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# Self-Determination Theory

- First publication in 1985 - Deci and Ryan
- Natural tendency to growth



# Self-Determination Theory

Self-determination

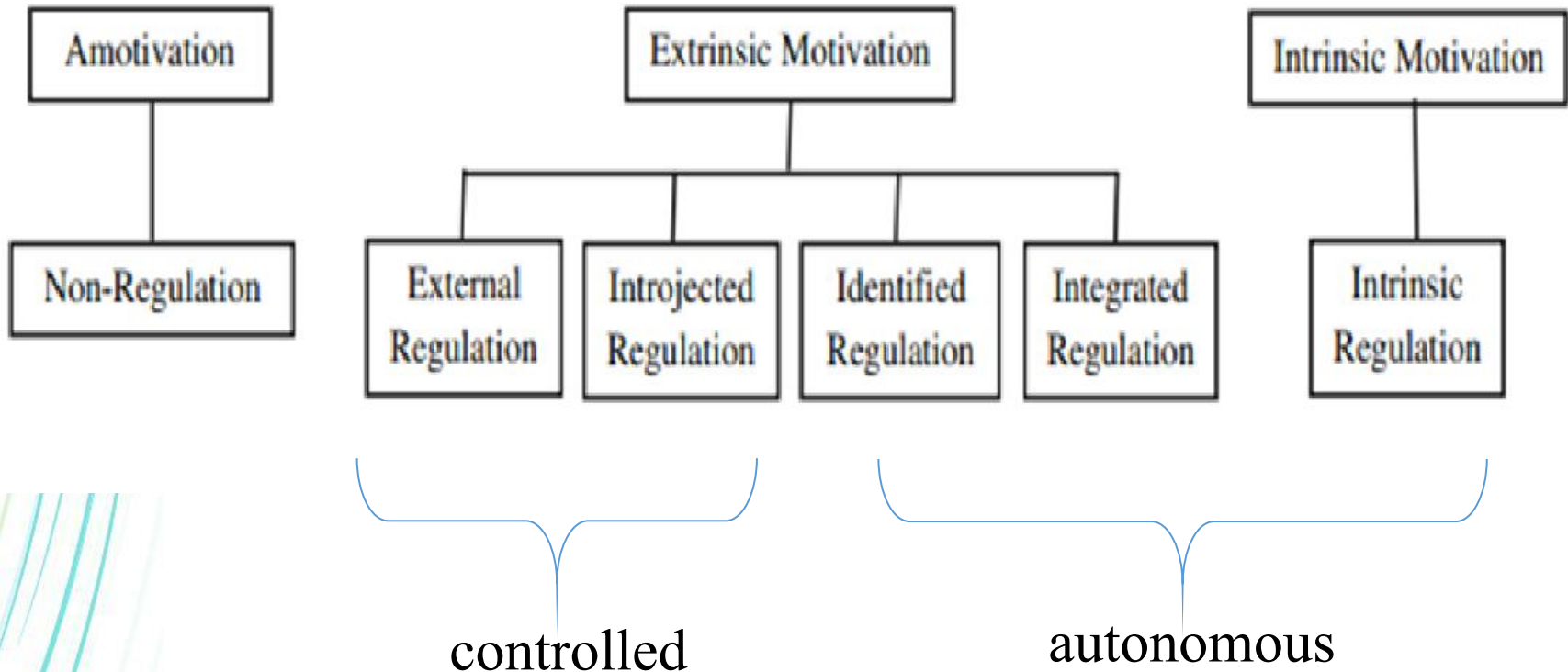
Amotivation	Extrinsic motivation				Intrinsic motivation
Amotivation	External regulation	Introjected regulation	Identified regulation	Integrated regulation	knowledge accomplishment stimulation
No perceived <ul style="list-style-type: none"> <li>• competence</li> <li>• choice</li> <li>• intention</li> <li>• value of the behavior</li> </ul>	External <ul style="list-style-type: none"> <li>• control</li> <li>• rewards</li> <li>• obedience</li> <li>• punishments</li> </ul>	Focus on approval: <ul style="list-style-type: none"> <li>• competition</li> <li>• internal rewards and punishments (pride, shame, guilt)</li> </ul>	High perceived: <ul style="list-style-type: none"> <li>• value</li> <li>• personal importance</li> </ul>	Integrated into self-concept	Internal <ul style="list-style-type: none"> <li>• pleasure</li> <li>• fun</li> <li>• enjoyment</li> <li>• satisfaction</li> </ul>

Less Self-Determined

More Self-Determined



# Self-Determination Theory



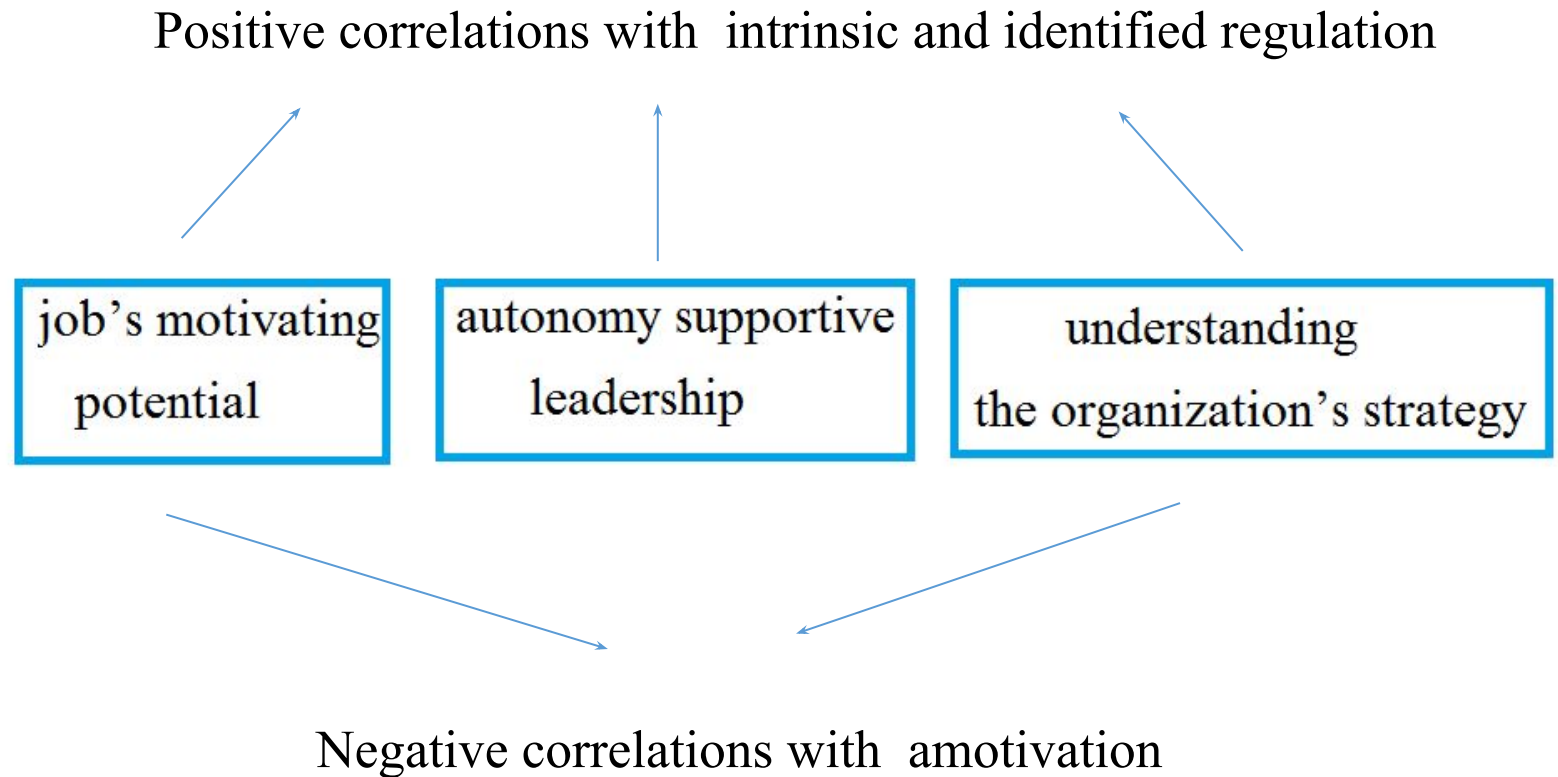
# Theories based on SDT

- ***Cognitive Evaluation Theory (CET)*** concerns *intrinsic motivation*
- ***Organismic Integration Theory (OIT)***, addresses the topic of extrinsic motivation
- ***Causality Orientations Theory (COT)***, the third mini-theory, describes individual differences in people's tendencies to orient toward environments and regulate behavior in various ways
- ***Basic Psychological Needs Theory (BPNT)*** elaborates the concept of evolved psychological needs and their relations to psychological health and well-being.
- ***Goal Contents Theory (GCT)***, grows out of the distinctions between intrinsic and extrinsic goals and their impact on motivation and wellness
- ***Relationships Motivation Theory (RMT)***, the sixth mini-theory, is concerned with these and other relationships, and posits that some amount of such interactions is not only desirable for most people but is in fact essential for their adjustment and well-being because the relationships provide satisfaction of the need for relatedness.

# Self-determination theory and work motivation

- focus of SDT is on the relative strength of autonomous versus controlled motivation, rather than on the total amount of motivation
- autonomous motivation facilitates effective performance and well-being; controlled motivation can detract from those outcomes
- task characteristics

# Self-determination theory and work motivation



# Self-determination theory and work motivation

Positive correlations with intrinsic and identified regulation

job satisfaction

low  
turnover intention

civic virtue

altruism

Negative correlations with amotivation

Negative correlations  
with introjected regulation



# What Makes Lawyers Happy?: A Data Driven Prescription to Redefine Professional Success

TABLE 3. FIVE TIERS OF WELL-BEING FACTORS  
(STANDARDIZED CORRELATIONS)

Tier	SWB
<i>Tier 1</i>	
Autonomy need satisfaction	.66
Relatedness need satisfaction	.65
Competence need satisfaction	.63
Internal work motivation	.55
<i>Tier 2</i>	
Supervisor autonomy support	.44
Intrinsic values	.30
<i>Tier 3</i>	
Vacation days taken	.23
Children	.20
Married/long-term committed	.17
Exercise	.17
Prayer (affiliated/congregation)	.07
Alcohol use (quantity)	-.12
<i>Tier 4</i>	
Income	.19
Law school debt (decreasing) <sup>198</sup>	.19
Class rank	.12
Law school ranking	.05
Partnership in firm	.00
Law journal	.00
Billable hours	-.10
<i>Tier 5</i>	
Age	.17
Other demographics	.00-.03

# How to measure?

## The Multidimensional Work Motivation Scale

### The Multidimensional Work Motivation Scale (MWMS)

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#### Amotivation

- Am1 I don't, because I really feel that I'm wasting my time at work.
- Am2 I do little because I don't think this work is worth putting efforts into.
- Am3 I don't know why I'm doing this job, it's pointless work.

#### Extrinsic regulation—social

- Ext-Soc1 To get others' approval (e.g., supervisor, colleagues, family, clients ...).
- Ext-Soc2 Because others will respect me more (e.g., supervisor, colleagues, family, clients ...).
- Ext-Soc3 To avoid being criticized by others (e.g., supervisor, colleagues, family, clients ...).

#### Extrinsic regulation—material

- Ext-Mat1 Because others will reward me financially only if I put enough effort in my job (e.g., employer, supervisor ...).
- Ext-Mat2 Because others offer me greater job security if I put enough effort in my job (e.g., employer, supervisor ...).
- Ext-Mat3 Because I risk losing my job if I don't put enough effort in it.

#### Introjected regulation

- Introj1 Because I have to prove to myself that I can.
- Introj2 Because it makes me feel proud of myself.
- Introj3 Because otherwise I will feel ashamed of myself.
- Introj4 Because otherwise I will feel bad about myself.

#### Identified regulation

- Ident1 Because I personally consider it important to put efforts in this job.
- Ident2 Because putting efforts in this job aligns with my personal values.
- Ident3 Because putting efforts in this job has personal significance to me.

#### Intrinsic motivation

- Intrin1 Because I have fun doing my job.
- Intrin2 Because what I do in my work is exciting.
- Intrin3 Because the work I do is interesting.

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The stem is "Why do you or would you put efforts into your current job?" and is accompanied by the scale: 1 = "not at all", 2 = "very little", 3 = "a little", 4 = "moderately", 5 = "strongly", 6 = "very strongly", 7 = "completely". The scale can be obtained in other languages by contacting the first or second authors.



**Thank you for attention!**

# Sources

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