Organismic Psychological Needs

General Points

– dialectic rather than mechanistic

– humans are inherently active

– development of internal mental structures is guided by differentiation & integration

*How can I make sense of who I am and integrate my old values with my new interests?*

• Self-determination/Autonomy

• Competence

• Relatedness

**Self-Determination/Autonomy**

• The need to exercise control or experience choice in the initiation & regulation of our behavior

• The preference for self-control rather than pressure from external forces

• PLOC is internal

4 Elements of Autonomy-Supportive Environments
• Emphasizes the individual’s point of view

• Encourages choice and initiative

• Communicates rationale for rules, limits, or constraints (~ social control)

• Uses a communication style rich in non-controlling, positive feedback

Benefits of Autonomy-Supportive Environments

• Higher achievement & greater perceived competence

• Enhanced self-worth & self-esteem

• Enhanced creativity, conceptual understanding, and preference for challenge

• Positive emotional tone and interpersonal trust

• Maintenance of behavioral change

Competence

• The need to be effective in interactions with the environment.

• Reflects the desire to exercise one’s capacities and skills.

• Provides a motivational factor to seek out and master optimal challenges.

Effectance Motivation
The accumulated sense of whether an individual can or cannot interact effectively in the world.

**Effectance Motivation**

<table>
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<tr>
<th>Willingness to exercise skills &amp; capabilities</th>
<th>Effects on Environment</th>
<th>Attempts to change environment</th>
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**Optimal Challenge & Flow**

- A state of concentration that involves a holistic absorption in an activity

- Flow experience if generally pleasurable

**The Flow Experience (draw diagram)**

- high challenge, low skill -
- low challenge, high skill -
- low challenge, low skill -
- high challenge, high skill -

**How to support Competence?**
Feedback

Risk Taking & Failure Tolerance

Structure

Relatedness

The need to establish close emotional bonds and attachments with other people.

• Perception of a Social Bond

• Communal vs. Exchange Relationships

Social Contexts that Meet Psychological Needs

• Environmental conditions that involve the 3 psychological needs

• Environmental conditions that satisfy the 3 psychological needs