Motivational Factors for Learning

**EXTERNAL MOTIVATION: PSYCHOLOGICAL SAFETY**
Psychological Safety—“a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes,” according to Amy Edmondson, professor at Harvard Business School.²²

**INTERNAL MOTIVATION: SELF-DETERMINATION THEORY**
Edward Deci explains this theory as the basic needs people have to feel motivated and create an environment receptive to learning. Self-determination theory says the following elements are needed to intrinsically motivate students:

→ **Autonomy**—The need for control over our own lives. Example: Students need to feel that they have choices and are not being forced to do something.

→ **Competence**—The need to feel competent. The definition of competence is “the ability to do something successfully or efficiently.” Example: Figure out where each student feels competent and encourage this area.

→ **Relatedness**—The need to belong and feel connected. Example: The teacher who greets their students each morning with a unique handshake for each student.

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