



# Making A Difference

Friday 13 March 2020

ART Annual Conference, Derbyshire

Mark Plater

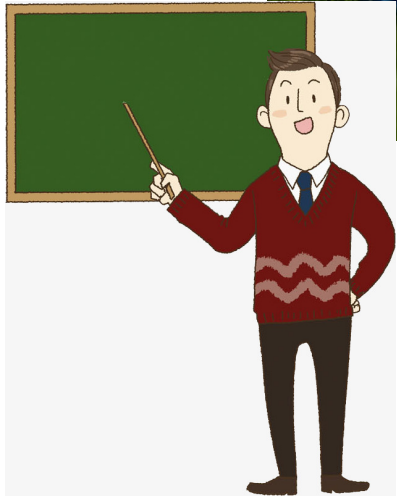
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## Maintaining Motivation

# Me





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## What motivates us?

# What keeps you (and your team) going?



**Incentives to keep  
Going ...**

**Intrinsic/  
extrinsic motivation**



**Self  
Determination  
Theory**



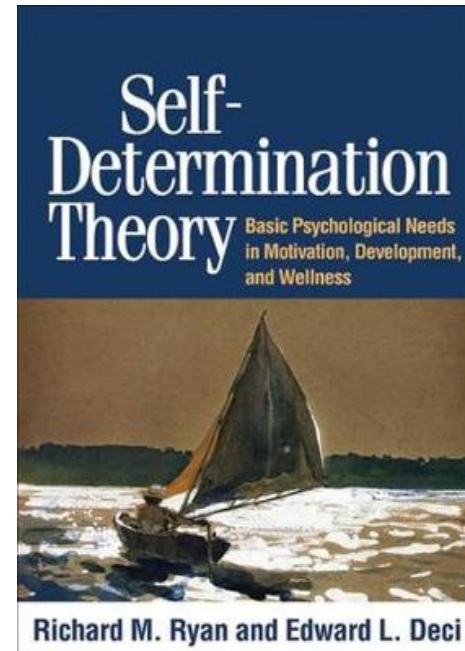




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## Self Determination Theory

# Richard Ryan & Edward Deci







# Self Determination Theory (SDT)

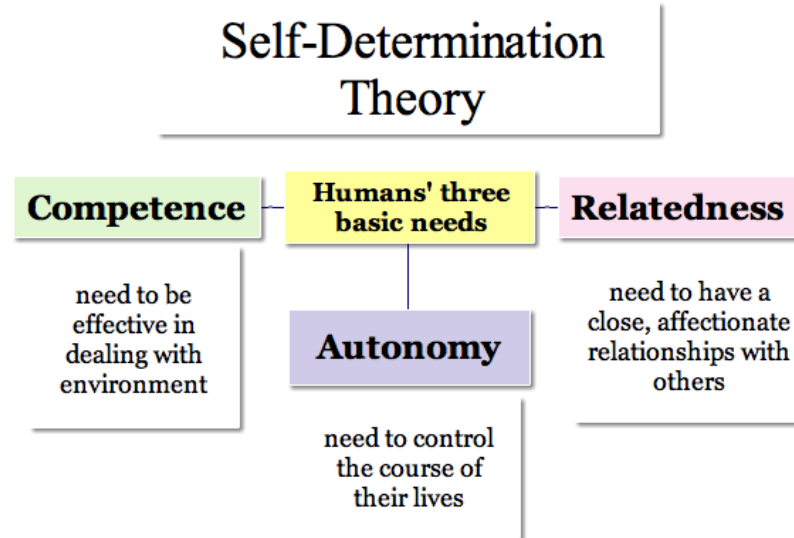
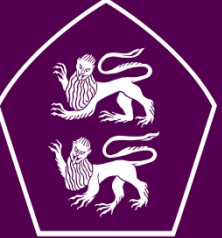


Image from PositivePsychology.Com

- COMPETENCE**: feeling as if you are able to do things effectively
- AUTONOMY**: feeling that you are in control of your life
- RELATEDNESS**: feeling like you belong or are connected

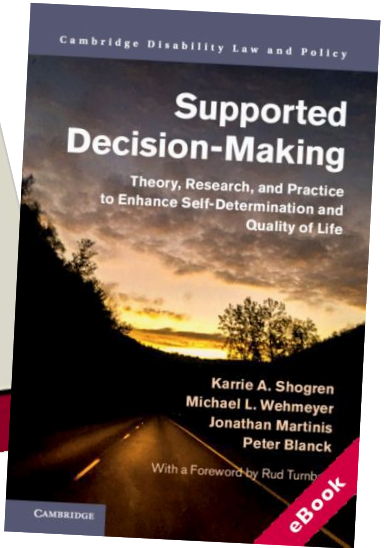
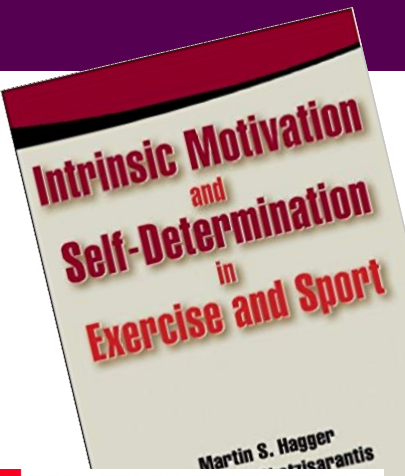




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# SDT research and applications



**Self-Determination  
Theory in  
New Work  
Arrangements**

Maria José Chambel  
Editor



PSYCHOLOGY RESEARCH PROGRESS



**Applying Self-Determination Theory to Medical Education**

Olle ten Cate\*, PhD


Thanks to Rashmi Kukurkar\* MD and Geoffrey Williams\*\*, MD PhD

\*Center for Research and Development of Education  
University Medical Center Utrecht, the Netherlands  
\*\*Healthy Living Research Center, University of Rochester, NY

Based on AMEE Guide 59 – to appear 2011 in Medical Teacher

**Motivation as Understood Through Self-Determination Theory**

Kara DiCecco  
Educ 8101-1  
How Adults Learn:  
Theory and Research  
Walden University








## SDT: Competence

**COMPETENCE:** feeling as if you are able to do things effectively

SOME - entirely self-determined...

MOST - look to others for confirmation ...





## SDT: Autonomy

**AUTONOMY**: feeling that you are in control of your life

- NOT independent... (bell ringers MUST rely on each other!)
- but doing what we want to do...
- not feeling coerced, threatened or dominated





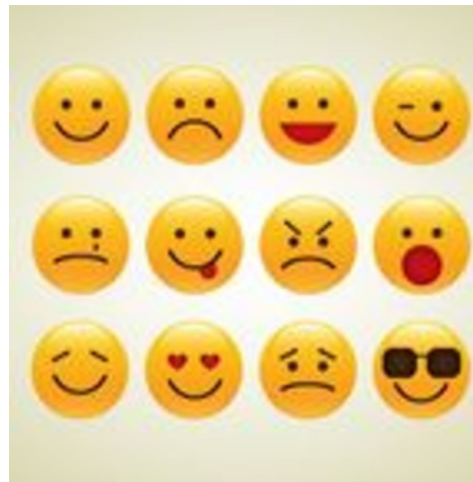


## SDT: Relatedness

**RELATEDNESS: feeling like you belong or are connected**

**Caring and being cared for... feeling connected to others**  
- feeling safe, secure, comfortable

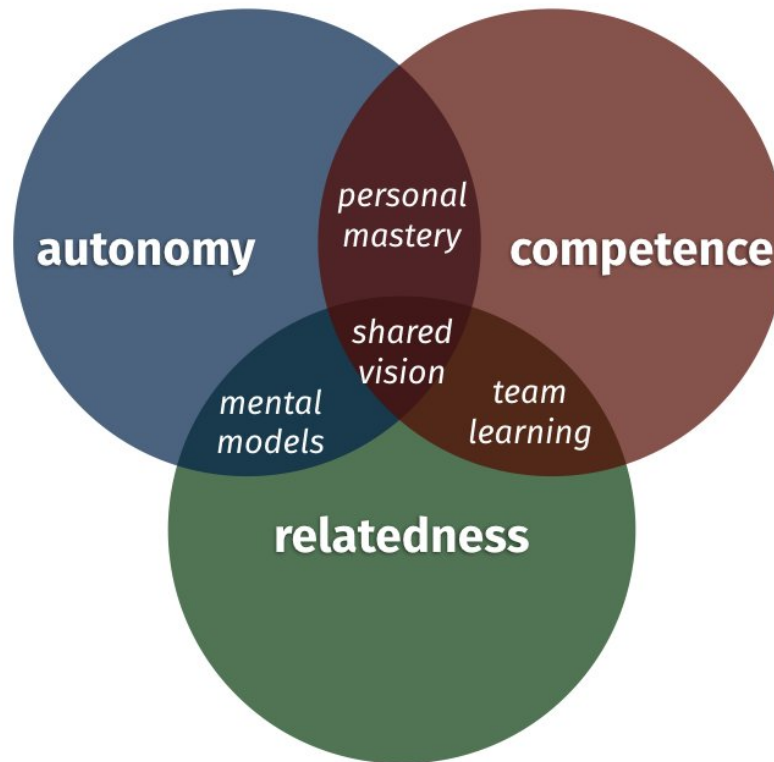
(as opposed to feeling self-conscious, trying to fit in ...)





## SDT components are inter-linked

***autonomous workers in learning organizations***  
self-determination + systems thinking\*

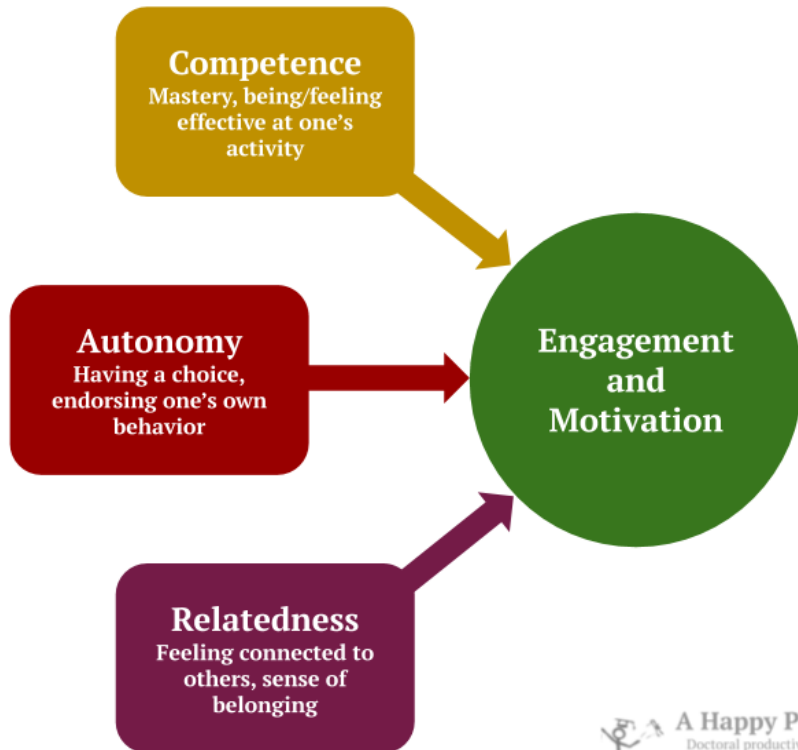






## SDT – not rocket-science, but ‘common’ sense

### Self-determination theory (SDT)



# What can you personally learn from SDT?

