CHAPTER OVERVIEW

Motivation is the study of forces that energize and direct our behavior. Chapter 12 discusses various motivational concepts and looks closely at four motives: hunger, sex, the need to belong, and motivation at work. Research on hunger points to the fact that our biological drive to eat is strongly influenced by psychological and social-cultural factors. Sexual motivation in men and women is triggered less by physiological factors and more by external incentives. Even so, research studies demonstrate that sexual orientation is neither willfully chosen, nor easily changed. Research on worker motivation reveals that workers who view their careers as a meaningful calling, those working in jobs that optimize their skills, and those who become absorbed in activities that result in "flow" find work satisfying and enriching. Effective leaders recognize this and develop management styles that focus on workers' strengths and adapt their leadership style to the situation.

NOTE: Answer guidelines for all Chapter 12 questions begin on page 323.

CHAPTER REVIEW

First, skim each section, noting headings and boldface items. After you have read the section, review each objective by answering the fill-in and essay-type questions that follow it. As you proceed, evaluate your performance by consulting the answers beginning on page 323. Do not continue with the next section until you understand each answer. If you need to, review or reread the section in the textbook before continuing.

Objective 1: Define motivation as psychologists use the term today, and name four perspectives useful for studying motivated behaviors.

1. Motivation is defined as

   ________________________
   ________________________

2. Four perspectives on motivation are

   _______________________ theory (now replaced
   by the _______________________ perspective),

   ________________________ theory, _______________________ theory, and
   the _______________________ of needs proposed
   by ________________________.

Objective 2: Discuss the similarities and differences between instinct theory and the evolutionary perspective.

3. As a result of Darwin's influence, many complex behaviors were classified as rigid, unlearned behavior patterns that are characteristic of a species, called ________________________.
Discuss why early instinct theory failed as an explanation of human behavior.

4. The idea underlying the theory that ______________ predispose species-typical behavior remains popular.


5. According to another view of motivation, organisms may experience a physiological ______________, which creates a state of arousal that ______________ the organism to reduce the need.

6. The aim of drive reduction is to maintain a constant internal state, called ______________.

7. Behavior is often not so much pushed by our drives as it is pulled by ______________ in the environment.

Objective 4: Discuss the contribution of arousal theory to the study of motivation.

8. Rather than reduce a physiological need, some motivated behaviors actually ______________ arousal. This demonstrates that human motives ______________ (do/do not) always satisfy some biological need.

9. Human motivation aims not to eliminate ______________ but to seek ______________ of arousal.

Objective 5: Describe Maslow's hierarchy of needs.

10. Starting from the idea that some needs take precedence over others, Maslow constructed a ______________ of needs.

11. According to Maslow, the ______________ needs are the most pressing, whereas the highest-order needs relate to ______________.

12. A criticism of Maslow's theory is that the sequence is ______________ and not ______________ experienced.

13. Surveys of life satisfaction reveal that ______________ satisfaction is strongly predictive of subjective well-being in poorer nations, whereas ______________ satisfaction matters more in wealthy nations and ______________ in individualist nations.

Hunger (pp. 473–480)

1. Ancel Keys observed that men became preoccupied with thoughts of food when they underwent ______________.

Objective 6: Describe the physiological determinants of hunger.

2. Cannon and Washburn's experiment using a balloon indicated that there is an association between hunger and ______________.

3. When an animal has had its stomach removed, hunger ______________ (does/does not) continue.

4. Increases in the hormone ______________ diminish blood ______________, partly by converting it to stored fat, which causes hunger to ______________.

5. The brain area that plays a role in hunger and other bodily maintenance functions is the ______________. Animals will begin eating when the ______________ is electrically stimulated. When this region is destroyed, hunger ______________ (increases/decreases). Animals will stop eating when the
is stimulated. When this area is destroyed, animals ___________________ (overeat/undereat).

6. When a rat is deprived of food and blood sugar levels wane, the ___________________
   churns out the hunger-triggering hormone ___________________.

7. When a portion of an obese person's stomach is surgically sealed off, the remaining stomach produces ___________________ (more/less) of the hunger-arousing hormone ___________________.

For questions 8–12, identify the appetite hormone that is described.

8. Hunger-triggering hormone: ___________________.
9. Hormone secreted by empty stomach: _________.
10. Hormone secreted by pancreas: _________________.
11. Chemical secreted by bloated fat cells: __________.
12. Digestive tract hormone that signals fullness: __________.
13. The weight level at which an individual's body is programmed to stay is referred to as the body's ___________________.

   A person whose weight goes beyond this level will tend to feel ___________________
   (more/less) hungry than usual and expend ___________________ (more/less) energy.

14. The rate of energy expenditure in maintaining basic functions when the body is at rest is the ___________________ rate. When food intake is reduced, the body compensates by ________________ (raising/lowering) this rate.

15. The concept of a precise body set point that drives hunger ___________________ (is accepted/is not accepted) by all researchers. Some researchers believe that set point can be altered by ___________________.

   In support of this idea is evidence that when people and other animals are given unlimited access to tasty foods, they tend to _______________ and _______________.

   For these reasons, some researchers prefer to use the term ___________________ as an alternative to the idea that there is a fixed set point.

Objective 7: Discuss psychological and cultural influences on hunger.

16. Research with amnesia patients indicates that part of knowing when to eat is our _______________ of our last meal.

17. Carbohydrates boost levels of the neurotransmitter ___________________, which _______________ (calms/arouses) the body.

18. Taste preferences for sweet and salty are ___________________ (genetic/learned). Other influences on taste include _______________ and _______________. We have a natural dislike of many foods that are _______________; this _______________ was probably adaptive for our ancestors, and protected them from toxic substances.

Objective 8: Explain how the eating disorders anorexia nervosa and bulimia nervosa demonstrate the influence of psychological forces on physiologically motivated behaviors.

19. The disorder in which a person becomes significantly underweight and yet feels fat is known as _______________.

20. A more common disorder is _______________, which is characterized by repeated _______________ episodes and by feelings of depression or anxiety.

21. The families of bulimia patients have a high incidence of _______________, _______________, and _______________.

   Hunger
The families of anorexia patients tend to be __________, __________, and __________. Eating disorders __________ (provide/do not provide) a telltale sign of childhood sexual abuse.

22. Genetic factors __________ (may/do not) influence susceptibility to eating disorders. The genes for these disorders may be predisposed by __________.

23. Vulnerability to eating disorders __________ (increases/does not increase) with greater body dissatisfaction.

24. Women students in __________ rate their actual shape as closer to the cultural ideal. In __________ cultures, however, the rise in eating disorders has coincided with an increasing number of women having a poor __________.

25. Stice and Shaw found that when young women were shown pictures of unnaturally thin models, they felt more __________, __________, and __________ with their own bodies.

26. In studying our motivation to eat, we must consider not only biological influences but also psychological influences such as the __________ and __________ of tasty foods and our mood and __________ influences such as the thinness ideal.

**Sexual Motivation** (pp. 481–494)

If you do not know the meaning of any of the following words, phrases, or expressions in the context in which they appear in the text, refer to page 331 for an explanation: shift it into high gear; X-rated; the pendulum of sexual values has swung; fired; neither willfully chosen nor willfully changed; swung the pendulum toward; double-edged sword.

1. In the 1940s and 1950s, a biologist named __________ surveyed the sexual practices of thousands of men and women. One of his major findings was that there __________ (was/was not) great diversity in "normal" sexual behavior.

**Objective 9:** Describe the human sexual response cycle, and discuss some causes of sexual disorders.

2. The two researchers who identified a four-stage sexual response cycle are __________ and __________. In order, the stages of the cycle are the __________ phase, the __________ phase, __________, and the __________ phase.

3. During resolution, males experience a __________ during which they are incapable of another orgasm.

4. Problems that consistently impair sexual functioning are called __________. Examples of such problems include __________, __________, and __________.

5. Personality disorders __________ (have/have not) been linked with most of the problems impairing sexual functioning. The most effective therapies for sexual problems are __________ oriented.

**Objective 10:** Discuss the impact of hormones on sexual motivation and behavior.

6. In most mammals, females are sexually receptive only during ovulation, when the hormone __________ has peaked.

7. The importance of the hormone __________ to male sexual arousal is confirmed by the fact that sexual interest declines in animals if their __________ are removed. In women, low levels of the hormone __________ may cause a waning of sexual interest.
8. Normal hormonal fluctuations in humans have _________________ (little/significant) effect on sexual motivation. In later life, frequency of intercourse _________________ (increases/decreases) as sex hormone levels _________________ (increase/decline).

Objective 11: Describe the role of external stimuli and fantasies on sexual motivation and behavior.

9. Research has shown that erotic stimuli _________________ (are/are not) nearly as arousing for women as for men.

10. Brain scans reveal more activity in the _________________ among (women/men) who are viewing erotica.

11. With repeated exposure, the emotional response to an erotic stimulus often _________________ .

Explain some of the possible harmful consequences of sexually explicit material.

12. Most women and men _________________ (have/do not have) sexual fantasies. Compared to women’s fantasies, men’s sexual fantasies are more _________________ .

Sexual fantasies do not indicate sexual _________________ or _________________ .

Objective 12: Discuss some of the forces that influence teen pregnancy and teen attitudes toward contraception.

13. Attitudes toward premarital sex vary widely from one _________________ to another and with the passage of _________________ .

Rates of teen intercourse in the United States and _________________ are much higher than those in _________________ and _________________ countries.

Compared with European teens, American teens have _________________ (higher/lower) rates of intercourse, _________________
(higher/lower) rates of contraceptive use, and thus _________________ (higher/lower) rates of teen pregnancy and abortion.

State five factors that contribute to the high rate of unprotected sex among teenagers.

Objective 13: Describe trends in the spread of sexually transmitted infections.

14. Unprotected sex has led to an increase in adolescent rates of _________________ .

Teenage girls, because of their lower levels of protective _________________ , may be especially vulnerable to STIs.

State several predictors of sexual restraint (reduced teen sexuality and pregnancy).

Objective 14: Summarize current views on the number of people whose sexual orientation is homosexual, and discuss the research on environmental and biological influences on sexual orientation.

15. A person’s sexual attraction toward members of a particular gender is referred to as _________________ .

16. Historically, _________________ (all/a slight majority) of the world’s cultures have been predominantly heterosexual. Most homosexuals
begin thinking of themselves as gay or lesbian around age ________________.

17. Studies in Europe and the United States indicate that approximately ________________ percent of men and ________________ percent of women are exclusively homosexual. This finding suggests that popular estimates of the rate of homosexuality are ________________ (high/low/accurate).

18. A person’s sexual orientation ________________ (does/does not) appear to be voluntarily chosen. Several research studies reveal that sexual orientation among ________________ (women/men) tends to be less strongly felt and potentially more changeable than among the other gender. This phenomenon has been called ________________.

19. Gays and lesbians suffer elevated rates of ________________ and risk of ________________ attempts.

20. Most gays and lesbians ________________ (accept/do not accept) their orientation.

21. Childhood events and family relationships ________________ (are/are not) important factors in determining a person’s sexual orientation.

22. Homosexuality ________________ (does/does not) involve a fear of the other gender that leads people to direct their sexual desires toward members of their own gender.

23. Sex hormone levels ________________ (do not) predict sexual orientation.

24. As children, most homosexuals ________________ (were/were not) sexually victimized.

25. Homosexual people appear more often in certain populations, including ________________, ________________ and ________________

26. Men who have older brothers are somewhat ________________ (more/less) likely to be gay. This phenomenon, which has been called the ________________, ________________, ________________, ________________, may represent a defensive maternal ________________ response to substances produced by ________________ (male/female) fetuses.

27. One theory proposes that people develop a homosexual orientation if they are segregated with ________________ (their own/the other) gender at the time their sex drive matures. The fact that early homosexual behavior ________________ (does/does not) make people homosexual ________________ (support/conflicts with) this theory.

28. Same-sex attraction ________________ (does/does not) occur among animals.

29. Researcher Simon LeVay discovered a cluster of cells in the ________________ that is larger in ________________ men than in all others. Gays and lesbians differ from their straight counterparts in their preference for sex-related _________________. Other studies have found a section of the brain’s ________________ that is one-third larger in homosexual men than in heterosexual men.

30. Studies of twins suggest that genes probably ________________ (do not) play a role in homosexuality.

31. In animals and some rare human cases, sexual orientation has been altered by abnormal ________________ conditions during prenatal development. In humans, prenatal exposure to hormone levels typical of ________________, particularly between ________________ and ________________ months after conception, may predispose an attraction to males.

32. Gay males and lesbians may have certain physical traits more typical of those of the other gender, including ________________ patterns, greater odds of being ________________ (right/left)-handed, and anatomical traits of the ________________ within the hearing system.
33. Most psychiatrists now believe that __________________________ (nature/nurture) plays the larger role in predisposing sexual orientation. Those who believe that sexual orientation is determined by __________________________ express more accepting attitudes toward homosexual persons.

34. Recent public opinion surveys reveal a __________________________ (more/less) accepting attitude toward homosexuality among Americans __________________________ (and/but not a liberalization of) all sex-related attitudes.

Objective 15: Discuss the place of values in sex research.

35. The study of sexual behavior and what motivates it __________________________ (can/cannot) be free of values.

36. Researchers’ values __________________________ (should/should not) be openly stated.

The Need to Belong (pp. 495–498)

Objective 16: Describe the adaptive value of social attachments, and identify both healthy and unhealthy consequences of our need to belong.

1. The philosopher __________________________ referred to humans as the __________________________ animal. From an evolutionary standpoint, social bonds in humans boosted our ancestors’ __________________________ rates. If those who felt this need to __________________________ survived and reproduced more successfully, their __________________________ would in time predominate.

2. When asked what makes life meaningful, most people mention __________________________ __________________________ __________________________ __________________________ .

3. Feeling accepted and loved by others boosts our __________________________ .

4. Much of our __________________________ behavior aims to increase our belonging. For most people, familiarity leads to __________________________ (liking/disliking).

5. After years of placing individual refugee and immigrant families in __________________________ communities, U.S. policies today encourage __________________________ .

6. __________________________ (Throughout the world/Only in certain cultures do) people use social exclusion, or __________________________ , to control social behavior.

7. Researchers have found that ostracism increased activity in the brain’s __________________________ , which is also activated in response to __________________________ .

8. Researchers have found that people who are rejected are more likely to engage in __________________________ behaviors and may exhibit more __________________________ behavior, such as __________________________.

9. People who perceive strong social support from others live with better __________________________ than those who lack social support. They also have a lower risk of __________________________ disorder and premature __________________________ .

Motivation at Work (pp. 498–510)

Objective 17: Discuss the importance of flow, and identify the three subfields of industrial-organizational psychology.

1. According to Freud, the healthy life is filled with __________________________ and __________________________ .
2. Most people ____________ (have/do not have) a predictable career path, which is one reason that many colleges focus less on ________________ and more on ________________.

3. People who are unemployed ____________ (report/do not report) lower well-being. People who view their work as a ________________ report the greatest satisfaction.

4. Psychologist Mihaly Csikszentmihalyi formulated the concept of ________________, which is defined as a state of focused ________________ and diminished awareness of ________________. People who experience this state also experience increased feelings of ________________, ________________, and ________________.

5. The nature of work has changed, from ________________ to ________________ to ________________.

   In addition, work is increasingly being ________________ to temporary employees.

6. The subjective sense of mutual obligations between workers and employers has been called the ________________.

7. The field of ________________ ________________ psychology applies psychology’s principles to the workplace. The subfield of ________________ ________________ focuses on employee recruitment, training, and development. Another subfield, ________________ ________________, examines how work environments and ________________ styles influence worker motivation. A third subfield, ________________ ________________, focuses on the design of appliances, machines, and work environments.

Objective 18: Describe how personnel psychologists help organizations with employee selection, work placement, and performance appraisal.

8. Personnel psychologists have found that the corporate world is generally quite ________________ (good/bad) at capitalizing on the strengths of workers. One remedy to this is instituting a ________________ selection system which matches strengths to work.

9. (Close-Up) Satisfied and successful people devote less time to ________________ than to ________________.

10. Interviewers’ impressions of applicants tend to be highly ________________ (accurate/error-prone).

11. Interviewers tend to ________________ (over/under)estimate their interviewing skills and intuition—a phenomenon labeled the ________________.

   State four effects that fuel this phenomenon.

12. A more disciplined method of collecting information from job applicants is the ________________, which asks the same questions of all applicants. This method enhances the ________________ and ________________ accuracy of the interview process.

13. Performance appraisal has several purposes, including helping organizations decide ________________, how to appropriately ________________, and how to better harness employees’ ________________. Performance appraisal methods include ________________, ________________ scales, and ________________ scales.

14. One form of bias in performance appraisal is the ________________, which occurs when one ________________ biases ratings of other work-related behaviors. Another is
the _______________ error, which occurs when raters focus on easily remembered behavior. Two others are the _______________ and _______________ errors, in which an evaluator tends to be either too easy or too harsh on everyone.

Objective 19: Define achievement motivation, and explain why organizations would employ an I/O psychologist to help motivate employees and foster employee satisfaction.

15. Psychologists refer to the desire for significant accomplishments, mastering skills or ideas, and attaining a high standard as _______________. People with high levels of this form of motivation _______________ (do/ do not) achieve more. What is most important in their achievement is not so much their creativity or intelligence as their _______________ and their passionate dedication to an ambitious, long-term goal, or their _______________.

16. Positive moods at work contribute to worker _______________, _______________, and _______________. Researchers have also found a positive correlation between measures of organizational success and employee _______________, or the extent of workers’ involvement, satisfaction, and enthusiasm.

Objective 20: Describe some effective management techniques.

17. Good managers help people _______________ and measure their talents, match _______________ to talents, care how people feel about their work, and _______________ positive behaviors.

18. When people state not only goals but also their _______________, _______________, they become more focused in their work and timely completion becomes more likely.

19. Managers who are directive, set clear standards, organize work, and focus attention on specific goals are said to employ _______________, _______________. More democratic managers who aim to build teamwork and mediate conflicts in the work force employ _______________.

20. An outdated leadership theory, called the _______________ theory of leadership, assumes that all great leaders share certain _______________.

21. Effective leaders often possess a self-confident _______________ that is a mixture of their _______________ of some goal, coupled with an ability to _______________ clearly and to _______________ others. Similarly, _______________ leaders articulate high standards, inspire others, and offer personal attention.

22. People respond more positively when they are given the opportunity to _______________ their opinions during the decision-making process. This has been called the _______________.

PROGRESS TEST 1

Multiple-Choice Questions

Circle your answers to the following questions and check them with the answers beginning on page 325. If your answer is incorrect, read the explanation for why it is incorrect and then consult the appropriate pages of the text (in parentheses following the correct answer).

1. Motivation is best understood as a state that:
   a. reduces a drive.
   b. aims at satisfying a biological need.
   c. energizes an organism to act.
   d. energizes and directs behavior.

2. Which of the following is a difference between a drive and a need?
   a. Needs are learned; drives are inherited.
   b. Needs are physiological states; drives are psychological states.
   c. Drives are generally stronger than needs.
   d. Needs are generally stronger than drives.
3. One problem with the idea of motivation as drive reduction is that:
   a. because some motivated behaviors do not seem to be based on physiological needs, they cannot be explained in terms of drive reduction.
   b. it fails to explain any human motivation.
   c. it cannot account for homeostasis.
   d. it does not explain the hunger drive.

4. Some scientific evidence makes a preliminary link between homosexuality and:
   a. late sexual maturation.
   b. the age of an individual’s first erotic experience.
   c. atypical prenatal hormones.
   d. early problems in relationships with parents.

5. Increases in insulin will:
   a. lower blood sugar and trigger hunger.
   b. raise blood sugar and trigger hunger.
   c. lower blood sugar and trigger satiety.
   d. raise blood sugar and trigger satiety.

6. Electrical stimulation of the lateral hypothalamus will cause an animal to:
   a. begin eating.
   b. stop eating.
   c. become obese.
   d. begin copulating.

7. The text suggests that a neophobia for unfamiliar tastes:
   a. is more common in children than in adults.
   b. protected our ancestors from potentially toxic substances.
   c. may be an early warning sign of an eating disorder.
   d. only grows stronger with repeated exposure to those tastes.

8. I am a protein produced by fat cells and monitored by the hypothalamus. When in abundance, I cause the brain to increase metabolism. What am I?
   a. PYY
   b. ghrelin
   c. orexin
   d. leptin

9. Instinct theory and drive-reduction theory both emphasize _______ factors in motivation.
   a. environmental
   b. cognitive
   c. psychological
   d. biological

10. The correct order of the stages of Masters and Johnson’s sexual response cycle is:
    a. plateau; excitement; orgasm; resolution.
    b. excitement; plateau; orgasm; resolution.
    c. excitement; orgasm; resolution; refractory.
    d. plateau; excitement; orgasm; refractory.

11. Few human behaviors are rigidly patterned enough to qualify as:
    a. needs.
    b. drives.
    c. instincts.
    d. incentives.

12. Which of the following is not true regarding sexual orientation?
    a. Sexual orientation is neither willfully chosen nor willfully changed.
    b. Most people accept their orientation.
    c. Men’s sexual orientation is potentially more fluid and changeable than women’s.
    d. Women, regardless of sexual orientation, respond to both female and male erotic stimuli.

13. In his study of men on a semistarvation diet, Keys found that:
    a. the metabolic rate of the subjects increased.
    b. the subjects eventually lost interest in food.
    c. the subjects became obsessed with food.
    d. the subjects’ behavior directly contradicted predictions made by Maslow’s hierarchy of needs.

14. When asked what makes life meaningful, most people first mention:
    a. good health.
    b. challenging work.
    c. satisfying relationships.
    d. serving others.

15. Bulimia nervosa involves:
    a. binging.
    b. purging.
    c. dramatic weight loss.
    d. a. and b.

16. Castration of male rats results in:
    a. reduced testosterone and sexual interest.
    b. reduced testosterone, but no change in sexual interest.
    c. reduced estrogen and sexual interest.
    d. reduced estrogen, but no change in sexual interest.
17. Which of the following has been found to be most effective in treating sexual disorders?
   a. psychoanalysis
   b. cognitive therapy
   c. drug therapy
   d. behavior therapy

18. It has been said that the body’s major sex organ is the brain. With regard to sex education:
   a. transmission of value-free information about the wide range of sexual behaviors should be
      the primary focus of the educator.
   b. transmission of technical knowledge about the biological act should be the classroom focus,
      free from the personal values and attitudes of researchers, teachers, and students.
   c. the home, not the school, should be the focus of all instruction about reproductive behavior.
   d. people’s attitudes, values, and morals cannot be separated from the biological aspects of sexuality.

Matching Items

Match each term with its definition or description.

Terms

   1. organizational psychology
   2. set point
   3. drive
   4. orexin
   5. estrogen
   6. homeostasis
   7. sexual orientation
   8. need
   9. incentive
   10. personnel psychology
   11. ghrelin

Definitions or Descriptions

   a. hormone secreted more by females than by males
   b. the body’s tendency to maintain a balanced internal state
   c. environmental stimulus that motivates behavior
   d. a person’s attraction to members of a particular sex
   e. examines organizational influences on worker satisfaction and productivity
   f. focuses on employee selection and replacement
   g. an aroused state arising from some physiological need
   h. a state of deprivation
   i. the body’s weight-maintenance setting
   j. hormone secreted by an empty stomach
   k. hunger-triggering hormone secreted by the hypothalamus

19. Kinsey’s studies of sexual behavior showed that:
   a. males enjoy sex more than females.
   b. females enjoy sex more than males.
   c. premarital sex is less common than is popularly believed.
   d. sexual behavior is enormously varied.

20. To increase employee productivity, industrial-organizational psychologists advise managers to:
   a. adopt a directive leadership style.
   b. adopt a democratic leadership style.
   c. instill competitiveness in each employee.
   d. deal with employees according to their individual motives.
PROGRESS TEST 2

Progress Test 2 should be completed during a final chapter review. Answer the following questions after you thoroughly understand the correct answers for the section reviews and Progress Test 1.

Multiple-Choice Questions

1. One research study found that having an e-mail go unanswered, and other forms of ostracism, elicit increased activity in the brain's:
   a. amygdala.
   b. frontal lobe.
   c. cerebellum.
   d. anterior cingulate cortex.

2. Homeostasis refers to:
   a. the tendency to maintain a steady internal state.
   b. the tendency to seek external incentives for behavior.
   c. the setting of the body's “weight thermostat.”
   d. a theory of the development of sexual orientation.

3. Which of the following was not identified as a contributing factor in the interviewer illusion?
   a. The fact that interviews reveal applicants' intentions but not necessarily their habitual behaviors.
   b. The tendency of interviewers to think that interview behavior only reflects applicants' enduring traits.
   c. The tendency of interviewers to more often follow the successful careers of applicants they hired rather than those who were not hired.
   d. The tendency of most interviewers to rely on unstructured rather than structured interviews.

4. Of the following parts of the world, teen intercourse rates are highest in:
   a. Western Europe.
   b. Canada.
   c. The United States.
   d. Asia.

5. Although the cause of eating disorders is still unknown, proposed explanations focus on all the following except:
   a. metabolic factors.
   b. genetic factors.
   c. family background factors.
   d. cultural factors.

6. The brain area that when stimulated suppresses eating is the:
   a. lateral hypothalamus.
   b. ventromedial hypothalamus.
   c. lateral thalamus.
   d. ventromedial thalamus.

7. Exposure of a fetus to the hormones typical of females between _____ and _____ months after conception may predispose the developing human to become attracted to males.
   a. 1; 3
   b. 2; 5
   c. 4; 7
   d. 6; 9

8. Which of the following statements concerning homosexuality is true?
   a. Homosexuals have abnormal hormone levels.
   b. As children, most homosexuals were molested by an adult homosexual.
   c. Homosexuals had a domineering opposite-sex parent.
   d. Research indicates that sexual orientation may be at least partly physiological.

9. Women in _____ rate their body ideals closest to their actual shape.
   a. Western cultures
   b. countries such as Africa, where thinness can signal poverty,
   c. countries such as India, where thinness is not idealized,
   d. Australia, New Zealand, and England

10. According to Maslow's theory:
    a. the most basic motives are based on physiological needs.
    b. needs are satisfied in a specified order.
    c. the highest motives relate to self-actualization.
    d. all of the above are true.

11. Which of the following is inconsistent with the drive-reduction theory of motivation?
    a. When body temperature drops below 98.6°F Fahrenheit, blood vessels constrict to conserve warmth.
    b. A person is driven to seek a drink when his or her cellular water level drops below its optimum point.
    c. Monkeys will work puzzles even if not given a food reward.
    d. A person becomes hungry when body weight falls below its biological set point.
12. Which of the following is true concerning eating disorders?
   a. Genetic factors may influence susceptibility.
   b. Cultural pressures for thinness strongly influence teenage girls.
   c. Family background is a significant factor.
   d. All of the above are true.

13. Sexual orientation refers to:
   a. a person’s tendency to display behaviors typical of males or females.
   b. a person’s sense of identity as a male or female.
   c. a person’s enduring sexual attraction toward members of a particular gender.
   d. all of the above.

14. Which of the following is not an aspect of Murray’s definition of achievement motivation?
   a. the desire to master skills
   b. the desire for control
   c. the desire to gain approval
   d. the desire to attain a high standard

15. Hunger and sexual motivation are alike in that both are influenced by:
   a. internal physiological factors.
   b. external and imagined stimuli.
   c. cultural expectations.
   d. all of the above.

16. According to Masters and Johnson, the sexual response of males is most likely to differ from that of females during:
   a. the excitement phase.
   b. the plateau phase.
   c. orgasm.
   d. the resolution phase.

17. In animals, destruction of the lateral hypothalamus results in _______ , whereas destruction of the ventromedial hypothalamus results in _______.
   a. overeating; loss of hunger
   b. loss of hunger; overeating
   c. an elevated set point; a lowered set point
   d. increased thirst; loss of thirst

18. Because Alethea is very friendly and likable, her supervisor gives her a positive rating on her overall job performance. By generalizing from these specific traits to a biased overall evaluation, Alethea’s supervisor has committed a:
   a. leniency error.
   b. severity error.
   c. halo error.
   d. recency error.

19. Beginning with the most basic needs, which of the following represents the correct sequence of needs in the hierarchy described by Maslow?
   a. safety; physiological; esteem; belongingness and love; self-fulfillment
   b. safety; physiological; belongingness and love; esteem; self-fulfillment
   c. physiological; safety; esteem; belongingness and love; self-fulfillment
   d. physiological; safety; belongingness and love; esteem; self-fulfillment

20. While viewing erotica, men and women differ in the activity levels of which brain area?
   a. anterior cingulate cortex
   b. amygdala
   c. occipital lobe
   d. temporal lobe

True–False Items

Indicate whether each statement is true or false by placing T or F in the blank next to the item.

1. When body weight rises above set point, hunger increases.
2. According to Masters and Johnson, only males experience a plateau period in the cycle of sexual arousal.
3. Testosterone affects the sexual arousal of the male only.
4. Unlike men, women tend not to be aroused by sexually explicit material.
5. All taste preferences are conditioned.
6. Married people are less at risk for depression than are unattached people.
7. An increase in insulin increases blood glucose levels and triggers hunger.
8. Most types of sexual disorder are associated with personality disorders.
9. Interviewers’ gut feelings derived from unstructured interviews are highly accurate in predicting worker performance.
10. One’s sexual orientation is not voluntarily chosen.
11. People who view their work as a career, rather than a job or a calling, report the highest satisfaction with their work and their lives.
12. Public opinion surveys reveal that Americans today have more liberal attitudes related to homosexuality and all sex-related issues.
13. Effective managers focus their training on workers’ weaknesses.
PSYCHOLOGY APPLIED

Answer these questions the day before an exam as a final check on your understanding of the chapter’s terms and concepts.

Multiple-Choice Questions

1. Dr. Iverson conducts research focusing on how management styles influence worker motivation. Dr. Iverson would most accurately be described as a(n):
   a. motivation psychologist.
   b. personnel psychologist.
   c. organizational psychologist.
   d. human factors psychologist.

2. Rosa has been described as a “leader with a lot of charisma.” An organizational psychologist would say that this means she:
   a. has a clear vision of her leadership goals.
   b. is able to communicate her goals clearly and simply.
   c. is able to inspire others.
   d. possesses all of the above characteristics.

3. Mary loves hang-gliding. It would be most difficult to explain Mary’s behavior according to:
   a. incentives.
   b. achievement motivation.
   c. drive-reduction theory.
   d. Maslow’s hierarchy of needs.

4. For two weeks, Orlando has been on a hunger strike in order to protest his country’s involvement in what he perceives as an immoral war. Orlando’s willingness to starve himself in order to make a political statement conflicts with the theory of motivation advanced by:
   b. Murray.
   c. Keys.
   d. Maslow.

5. Kathy has been undergoing treatment for bulimia. There is an above-average probability that one or more members of Kathy’s family have a problem with:
   a. high achievement.
   b. overprotection.
   c. alcoholism.
   d. all of the above.

6. Which of the following was not identified as a contributing factor in the high rate of unprotected sex among adolescents?
   a. alcohol use
   b. thrill-seeking
   c. mass media sexual norms
   d. ignorance

7. One shortcoming of the instinct theory of motivation is that it:
   a. places too much emphasis on environmental factors.
   b. focuses on cognitive aspects of motivation.
   c. applies only to animal behavior.
   d. does not explain human behaviors; it simply names them.

8. Which of the following is not typical of both anorexia and bulimia?
   a. far more frequent occurrence in women than in men
   b. preoccupation with food and fear of being overweight
   c. weight significantly and noticeably outside normal ranges
   d. low self-esteem and feelings of depression

9. Which of the following is not an example of homeostasis?
   a. perspiring in order to restore normal body temperature
   b. feeling hungry and eating to restore the level of blood glucose to normal
   c. feeling hungry at the sight of an appetizing food
   d. All of the above are examples of homeostasis.

10. Two rats have escaped from their cages in the neurophysiology lab. The technician needs your help in returning them to their proper cages. One rat is grossly overweight; the other is severely underweight. You confidently state that the overweight rat goes in the “_____ -destruction” cage, while the underweight rat goes in the “_____ -destruction” cage.
   a. hippocampus; amygdala
   b. amygdala; hippocampus
   c. lateral hypothalamus; ventromedial hypothalamus
   d. ventromedial hypothalamus; lateral hypothalamus

11. Which of the following individuals would be characterized as experiencing flow?
   a. Sheila, who, despite viewing her work as merely a job, performs her work conscientiously
   b. Larry, who sees his work as an artist as a calling
   c. Darren, who views his present job as merely a stepping stone in his career
   d. Montel, who often becomes so immersed in his writing that he loses all sense of self and time
12. Ali’s parents have tried hard to minimize their son’s exposure to sweet, fattening foods. If Ali has the occasion to taste sweet foods in the future, which of the following is likely?
   a. He will have a strong aversion to such foods.
   b. He will have a neutral reaction to sweet foods.
   c. He will display a preference for sweet tastes.
   d. It is impossible to predict Ali’s reaction.

13. Summarizing his presentation on the origins of homosexuality, Dennis explains that the “fraternal birth-order effect” refers to the fact that:
   a. men who have younger brothers are somewhat more likely to be gay.
   b. men who have older brothers are somewhat more likely to be gay.
   c. women with older sisters are somewhat more likely to be gay.
   d. women with younger sisters are somewhat more likely to be gay.

14. Summarizing her report on the need to belong, Rolanda states that:
   a. “Cooperation amongst our ancestors was uncommon.”
   b. “Social bonding is not in our nature; it is a learned human trait.”
   c. “Because bonding with others increased our ancestors’ success at reproduction and survival, it became part of our biological nature.”
   d. both a. and b. are true.

15. Of the following individuals, who might be most prone to developing an eating disorder?
   a. Jason, an adolescent boy who is somewhat overweight and is unpopular with his peers
   b. Jennifer, a teenage girl who has a poor self-image and a fear of not being able to live up to her parents’ high standards
   c. Susan, a 35-year-old woman who is a “workaholic” and devotes most of her energies to her high-pressure career
   d. Bill, a 40-year-old man who has had problems with alcoholism and is seriously depressed after losing his job of 20 years

16. Lucille has been sticking to a strict diet but can’t seem to lose weight. What is the most likely explanation for her difficulty?
   a. Her body has a very low set point.
   b. Her predicted weight was near her body’s set point.
   c. Her weight problem is actually caused by an underlying eating disorder.
   d. Lucille is an “external.”

17. Randy, who has been under a lot of stress lately, has intense cravings for sugary junk foods, which tend to make him feel more relaxed. Which of the following is the most likely explanation for his craving?
   a. Randy feels that he deserves to pamper himself with sweets because of the stress he is under.
   b. The extra sugar gives Randy the energy he needs to cope with the demands of daily life.
   c. Carbohydrates boost levels of serotonin, which has a calming effect.
   d. The extra sugar tends to lower blood insulin level, which promotes relaxation.

18. Which of the following teens is most likely to delay the initiation of sex?
   a. Jack, who has below-average intelligence
   b. Jason, who is not religiously active
   c. Ron, who regularly volunteers his time in community service
   d. It is impossible to predict.

19. In order to predict future excellence in a young scholar, athlete, or artist, one would best examine the individual’s:
   a. preparation and daily discipline.
   b. natural talent.
   c. peer group.
   d. home environment.

20. For as long as she has been the plant manager, Juanita has welcomed input from employees and has delegated authority. Bill manages his department, with a more authoritarian, iron-fisted approach. Juanita’s style is one of ____ leadership, whereas Bill’s is one of ____ leadership.
   a. task; social
   b. social; task
   c. directive; democratic
   d. democratic; participative
Essay Question
Differentiate the three major theories of motivation, discuss their origins, and explain why they cannot fully account for human behavior. (Use the space below to list the points you want to make, and organize them. Then write the essay on a separate sheet of paper.)

KEY TERMS

Writing Definitions
Using your own words, write on a separate piece of paper a brief definition or explanation of each of the following terms.
1. motivation
2. instinct
3. drive-reduction theory
4. homeostasis
5. incentives
6. hierarchy of needs
7. glucose
8. set point
9. basal metabolic rate
10. anorexia nervosa
11. bulimia nervosa
12. sexual response cycle
13. refractory period
14. sexual disorder
15. estrogen
16. testosterone
17. sexual orientation
18. flow
19. industrial-organizational psychology
20. personnel psychology
21. organizational psychology
22. structured interview
23. achievement motivation
24. task leadership
25. social leadership
Cross-Check

As you learned in the Prologue, reviewing and overlearning of material are important to the learning process. After you have written the definitions of the key terms in this chapter, you should complete the crossword puzzle to ensure that you can reverse the process—recognize the term, given the definition.

ACROSS
3. Hormone secreted by an empty stomach.
7. Region of the hypothalamus that, when electrically stimulated, causes an animal to eat.
13. In Maslow’s theory, human needs are organized into a __________
14. In Maslow’s theory, the needs that follow physiological needs in order of priority.
15. Major energy source for the body.
17. Final stage of the sexual response cycle.
18. Group-oriented leadership.

DOWN
1. Type of error that occurs when an employer’s overall work evaluation of an employee is biased by a single trait.
2. Theory that explains behavior as arising from physiological needs and the states of tension they create.
4. Eating disorder characterized by repeated “binge-purge” episodes.
5. The body’s rate of energy expenditure at rest.
6. Eating disorder in which a person restricts food intake to become significantly underweight and yet still feels fat.
8. Sex hormone secreted in greater amount by females than by males.
9. Type of motivation that reflects the degree to which a person is motivated by a desire for significant accomplishment.
10. Initial stage of the sexual response cycle.
11. In Maslow’s theory, the most basic types of needs.
12. The resting period after orgasm, during which a male cannot be aroused to another orgasm.
16. A positive or negative stimulus that motivates behavior.
20. Digestive tract hormone.

ANSWERS

Chapter Review

Perspectives on Motivation

1. a need or desire that energizes behavior and directs it toward a goal
2. instinct; evolutionary; drive-reduction; arousal; hierarchy; Abraham Maslow
3. instincts

According to instinct theory, any human behavior could be regarded as an instinct. The only evidence for each such “instinct” was the behavior used to identify it. Thus, instinct theory offered only circular explanations; it labeled behaviors but did not explain them.
4. genes
5. need; drives
6. homeostasis
7. incentives
8. increase; do not
9. arousal; optimum levels
10. hierarchy
11. physiological; self-actualization
12. arbitrary; universally
13. financial; home-life; self-esteem

**Hunger**

1. semistarvation
2. stomach contractions
3. does
4. insulin; glucose; increase
5. hypothalamus; lateral hypothalamus; decreases; ventromedial hypothalamus; overeat
6. lateral hypothalamus; orexin
7. less; ghrelin
8. orexin
9. ghrelin
10. insulin
11. leptin
12. PYY
13. set point; less; more
14. basal metabolic; lowering
15. is not accepted; slow, sustained changes in body weight; overeat; gain weight; settling point
16. memory
17. serotonin; calms
18. genetic; conditioning; culture; unfamiliar; neophobia
19. anorexia nervosa
20. bulimia nervosa; binge-purge
21. alcoholism; obesity; depression; competitive; high-achieving; protective; do not provide
22. may; evolution
23. increases
24. India; Western; body image
25. ashamed; depressed; dissatisfied
26. sight; smell; social-cultural

**Sexual Motivation**

1. Kinsey; was

2. Masters; Johnson; excitement; plateau; orgasm; resolution
3. refractory period
4. sexual disorders; premature ejaculation; erectile dysfunction; orgasmic disorder
5. have not; behaviorally
6. estrogen
7. testosterone; testes; testosterone
8. little; decreases; decline
9. are
10. amygdala
11. habituates

Erotic material may increase the viewer’s acceptance of the false idea that women enjoy rape, may increase men’s willingness to hurt women, may lead people to devalue their partners and relationships, and may diminish people’s satisfaction with their own sexual partners.

12. have; frequent, physical, and less romantic; problems; dissatisfaction
13. culture; time; Western Europe; Asian; Arab; lower; lower; higher

Among the factors that contribute to unprotected sex among adolescents are (1) ignorance about the safe and risky times of the menstrual cycle, (2) guilt related to sexual activity, (3) minimal communication about birth control, (4) alcohol use that influences judgment, and (5) mass media norms of unprotected promiscuity.

14. sexually transmitted infection (STI); antibodies

Teens with high intelligence test scores, those who are actively religious, those whose father is present, and those who participate in service learning programs more often delay sex. Trends toward commitment show declining teen birth rates and sexual activity.

15. sexual orientation
16. all; 20
17. 3 or 4; 1 or 2; high
18. does not; women; erotic plasticity
19. depression; suicide
20. accept
21. are not
22. does not
23. do not
24. were not
25. poets; fiction writers; artists; musicians
26. more; fraternal birth-order effect; immune; male
27. their own; does not; conflicts with
28. does
29. hypothalamus; heterosexual; odors; anterior commissure
30. do
31. hormone; females; 2; 5
32. fingerprint; left; cochlea
33. nature; nature
34. more; but not a liberalization of
35. cannot
36. should

The Need to Belong
1. Aristotle; social; survival; belong; genes
2. close, satisfying relationships with family, friends, or romantic partners
3. self-esteem
4. social; liking
5. isolated; chain migration
6. Throughout the world; ostracism
7. anterior cingulate cortex; physical pain
8. self-defeating; antisocial; aggression
9. health; psychological; death

Motivation at Work
1. work; love
2. do not have; training job skills; enlarging capacities for understanding, thinking, and communicating in any work setting
3. report; calling
4. flow; consciousness; self; self-esteem, competence, well-being
5. farming; manufacturing; knowledge work; outsourced
6. psychological contract
7. industrial- organizational; personnel psychology; organizational psychology; management; human factors psychology
8. bad; strengths-based
9. correcting deficiencies; accentuating strengths
10. error-prone
11. over; interviewer illusion
   a. Interviews disclose the interviewee’s good intentions, which are less revealing than their typical behaviors.
   b. Interviewers tend to follow the successful careers of people they hired and lose track of those they did not hire.
   c. Interviewers mistakenly presume that how interviewees present themselves reflects only their enduring traits.
   d. Interviewers’ preconceptions and moods influence their perceptions of job applicants.
12. structured interview; reliability; predictive
13. who to retain; reward and pay workers; strengths; checklists; graphic rating; behavior rating
14. halo error; trait; recency; leniency; severity
15. achievement motivation; do; self-discipline; grit
16. creativity; persistence; helpfulness; engagement
17. identify; tasks; reinforce
18. implementation intentions
19. task leadership; social leadership
20. great person; traits
21. charisma; vision; communicate; inspire; transformational
22. voice; voice effect

Progress Test 1

Multiple-Choice Questions
1. d. is the answer. (p. 470)
   a. & b. Although motivation is often aimed at reducing drives and satisfying biological needs, this is by no means always the case, as achievement motivation illustrates.
   c. Motivated behavior not only is energized but also is directed at a goal.
2. b. is the answer. A drive is the psychological consequence of a physiological need. (p. 471)
   a. Needs are unlearned states of deprivation.
   c. & d. Since needs are physical and drives psychological, their strengths cannot be compared directly.
3. a. is the answer. The curiosity of a child or a scientist is an example of behavior apparently motivated by something other than a physiological need. (p. 471)
   b. & d. Some behaviors, such as thirst and hunger, are partially explained by drive reduction.
   c. Drive reduction is directly based on the principle of homeostasis.
4. c. is the answer. (p. 491)
   a., b., & d. None of these is linked to homosexuality.
5. a. is the answer. Increases in insulin increase hunger indirectly by lowering blood sugar, or glucose. (p. 475)
6. a. is the answer. This area of the hypothalamus seems to elevate hunger. (p. 475)
   b. Stimulating the ventromedial hypothalamus has this effect.
   c. Lesioning the ventromedial hypothalamus has this effect.
   d. The hypothalamus is involved in sexual motivation, but not in this way.
7. b. is the answer. (p. 477)
   a. Neophobia for taste is typical of all age groups.
   c. Neophobia for taste is not an indicator of an eating disorder.
   d. With repeated exposure, our appreciation for a new taste typically increases.
8. d. is the answer. (p. 476)
   a. PYY signals fullness, which is associated with decreased metabolism.
   b. Ghrelin is a hormone secreted by the empty stomach that sends hunger signals.
   c. Orexin is a hormone secreted by the hypothalamus.
9. d. is the answer. (pp. 470–471)
10. b. is the answer. (p. 481)
11. c. is the answer. (p. 470)
   a. & b. Needs and drives are biologically based states that stimulate behaviors but are not themselves behaviors.
   d. Incentives are the external stimuli that motivate behavior.
12. c. is the answer. Research studies suggest that women's sexual orientation is potentially more fluid and changeable than men's. (p. 488)
13. c. is the answer. The deprived subjects focused on food almost to the exclusion of anything else. (p. 474)
   a. In order to conserve energy, the men's metabolic rate actually decreased.
   b. & d. Far from losing interest in food, the subjects came to care only about food—a finding consistent with Maslow's hierarchy, in which physiological needs are at the base.
14. c. is the answer. (p. 495)
15. d. is the answer. (p. 478)
16. a. is the answer. (p. 482)
   c. & d. Castration of the testes, which produce testosterone, does not alter estrogen levels.
17. d. is the answer. (p. 482)
   a. Treating sexual disorder as though it were a personality disorder has not been successful.
   b. & c. Neither type of therapy is discussed in the text. However, it seems likely that they would be as unsuccessful as more traditional methods.
18. d. is the answer. Sex is much more than just a biological act, and its study therefore inherently involves values, attitudes, and morals, which should thus be discussed openly. (p. 493)
19. d. is the answer. (p. 481)
   a., b., & c. Kinsey's data do not support any of these statements.
20. d. is the answer. As different people are motivated by different things, in order to increase motivation and thus productivity, managers are advised to learn what motivates individual employees and to challenge and reward them accordingly. (p. 507)
   a. & b. The most effective management style will depend on the situation.
   c. This might be an effective strategy with some, but not all, employees.

Matching Items

1. e (p. 499) 6. b (p. 471) 11. k (p. 476)
2. i (p. 476) 7. d (p. 487)
3. g (p. 471) 8. h (p. 471)
4. j (p. 475) 9. c (p. 471)
5. a (p. 482) 10. f (p. 499)

Progress Test 2

Multiple-Choice Questions

1. d. is the answer. (p. 497)
   a. The amygdala is involved in sexual arousal.
   b. The frontal lobe is more involved in decision making and judgments.
   c. The cerebellum is responsible for coordinating voluntary movement.
2. a. is the answer. (p. 471)
   b. This describes extrinsic motivation.
   c. This describes set point.
   d. Homeostasis has nothing to do with sexual orientation.
3. d. is the answer. Although unstructured interviews are more prone to bias than structured interviews, the text does not suggest that they are used more often. (p. 502)
4. a. is the answer. (p. 485)

5. a. is the answer. The text does not indicate whether their metabolism is higher or lower than most. (pp. 479–480)
   b., c., & d. Genes, family background, and cultural influence have all been proposed as factors in eating disorders.

6. b. is the answer. (p. 475)
   a. Stimulation of the lateral hypothalamus triggers eating.
   c. & d. The thalamus is a sensory relay station; stimulation of it has no effect on eating.

7. b. is the answer. The time between the middle of the second and fifth months after conception may be a critical period for the brain's neurohormonal control system. Exposure to abnormal hormonal conditions at other times has no effect on sexual orientation. (p. 491)

8. d. is the answer. Researchers have not been able to find any clear differences, psychological or otherwise, between homosexuals and heterosexuals. Thus, the basis for sexual orientation remains unknown, although recent evidence points more to a physiological basis. (pp. 489–491)

9. a. is the answer. (p. 479)

10. d. is the answer. (p. 472)

11. c. is the answer. Such behavior, presumably motivated by curiosity rather than any biological need, is inconsistent with a drive-reduction theory of motivation. (p. 471)
   a., b., & d. Each of these examples is consistent with a drive-reduction theory of motivation.

12. d. is the answer. (p. 479)

13. c. is the answer. (p. 487)

14. c. is the answer. (p. 504)

15. d. is the answer. (p. 483)

16. d. is the answer. During the resolution phase males experience a refractory period. (p. 482)
   a., b., & c. The male and female responses are very similar in each of these phases.

17. b. is the answer. (p. 475)
   a. These effects are the reverse of what takes place.
   c. If anything, set point is lowered by destruction of the lateral hypothalamus and elevated by destruction of the ventromedial hypothalamus.
   d. These effects do not occur.

18. c. is the answer. (p. 504)
   a. & b. These errors occur when an evaluator tends to be too easy (leniency error) or too harsh on all job applicants (severity error).
   d. This error occurs when an evaluator focuses only on easily remembered recent behaviors.

19. d. is the answer. (p. 472)

20. b. is the answer. (p. 484)
   a. The anterior cingulate cortex has been found to be implicated in feelings of ostracism.
   c. & d. The occipital and temporal lobes do not play a major role in motivation.

**True–False Items**

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**Psychology Applied**

**Multiple-Choice Questions**

1. c. is the answer. (p. 499)

2. d. is the answer. (p. 509)

3. c. is the answer. Drive-reduction theory maintains that behavior is motivated when a biological need creates an aroused state, driving the individual to satisfy the need. It is difficult to believe that Mary's hang-gliding is satisfying a biological need. (p. 471)
   a., b., & d. Mary may enjoy hang-gliding because it is a challenge that "is there" (incentive), because it satisfies a need to accomplish something challenging (achievement), or because it increases her self-esteem and sense of fulfillment in life (Maslow's hierarchy of needs).

4. d. is the answer. According to Maslow's theory, physiological needs, such as the need to satisfy hunger, must be satisfied before a person pursues loftier needs, such as making political statements. (p. 472)
   a. Kinsey was concerned with sexual behavior.
   b. Murray was concerned with achievement motivation.
   c. Keys was concerned with hunger.

5. c. is the answer. (p. 479)
   a. & b. These are more typical of the families of anorexia patients.

6. b. is the answer. (pp. 485–486)

7. d. is the answer. (p. 470)
   a. & b. Instinct theory emphasizes biological factors rather than environmental or cognitive factors.
c. Instinct theory applies to both humans and other animals.

8. c. is the answer. Although people with anorexia are significantly underweight, those with bulimia often are not unusually thin or overweight. (p. 478)
   a., b., & d. Both anorexia and bulimia victims are more likely to be women than men, preoccupied with food, fearful of becoming overweight, and suffer from depression or low self-esteem.

9. c. is the answer. This is an example of salivating in response to an incentive rather than to maintain a balanced internal state. (p. 471)
   a. & b. Both of these are examples of behavior that maintains a balanced internal state (homeostasis).

10. d. is the answer. Destruction of the ventromedial hypothalamus produces overeating and rapid weight gains. Destruction of the lateral hypothalamus suppresses hunger and produces weight loss. (p. 475)
    a. & b. The hippocampus and amygdala are not involved in regulating eating behavior.

11. d. is the answer. (p. 498)

12. c. is the answer. Our preferences for sweet and salty tastes are genetic and universal. (p. 477)

13. b. is the answer. (p. 489)

14. c. is the answer. (p. 495)

15. b. is the answer. Adolescent females with low self-esteem and high-achieving families seem especially prone to eating disorders such as anorexia nervosa. (pp. 478–479)
    a. & d. Eating disorders occur much more frequently in women than in men.
    c. Eating disorders usually develop during adolescence, rather than during adulthood.

16. b. is the answer. The body acts to defend its set point, or the weight to which it is predisposed. If Lucille was already near her set point, weight loss would prove difficult. (p. 476)
    a. If the weight level to which her body is predisposed is low, weight loss upon dieting should not be difficult.
    c. The eating disorders relate to eating behaviors and psychological factors and would not explain a difficulty with weight loss.
    d.Externals might have greater problems losing weight, since they tend to respond to food stimuli, but this can’t be the explanation in Lucille’s case, since she has been sticking to her diet.

17. c. is the answer. Serotonin is a neurotransmitter that is elevated by the consumption of carbohy-

drates and has a calming effect. (p. 477)
   a. & b. These answers do not explain the feelings of relaxation that Randy associates with eating junk food.
   d. The consumption of sugar tends to elevate insulin level rather than lower it.

18. c. is the answer. (p. 486)

   a., b., & d. Teens with high rather than average intelligence (therefore, not a.), and those who are religiously active (therefore, not b.) are most likely to delay sex.

19. a. is the answer. (p. 504)

   b. Natural talent is, of course, important, but preparation and daily discipline are generally more significant.
   c. & d. These were not identified as factors in outstanding achievement.

20. b. is the answer. (p. 508)

   a. Bill’s style is one of task leadership, whereas Juanita’s is one of social leadership.
   c. Juanita’s style is democratic/participative, whereas Bill’s is directive.
   d. The terms democratic and participative refer to the same style of leadership.

**Essay Question**

Under the influence of Darwin’s evolutionary theory, it became fashionable to classify all sorts of behaviors as instincts. Instinct theory fell into disfavor for several reasons. First, instincts do not explain behaviors, they merely name them. Second, to qualify as an instinct, a behavior must have a fixed and automatic pattern and occur in all people, regardless of differing cultures and experiences. Apart from a few simple reflexes, however, human behavior is not sufficiently automatic and universal to meet these criteria. Although instinct theory failed to explain human motives, the underlying assumption that genes predispose many behaviors is as strongly believed as ever.

Instinct theory was replaced by drive-reduction theory and the idea that biological needs create aroused drive states that motivate the individual to satisfy these needs and preserve homeostasis. Drive-reduction theory failed as a complete account of human motivation because many human motives do not satisfy any obvious biological need. Instead, such behaviors are motivated by environmental incentives.

Arousal theory emerged in response to evidence that some motivated behaviors increase, rather than decrease, arousal.
KEY TERMS

Writing Definitions

1. Motivation is a need or desire that energizes and directs behavior. (p. 470)
2. An instinct is a complex behavior that is rigidly patterned throughout a species and is unlearned. (p. 470)
3. Drive-reduction theory attempts to explain behavior as arising from a physiological need that creates an aroused tension state (drive) that motivates an organism to satisfy the need. (p. 471)
4. Homeostasis refers to the body's tendency to maintain a balanced or constant internal state. (p. 471)
5. Incentives are positive or negative environmental stimuli that motivate behavior. (p. 471)
6. Maslow's hierarchy of needs proposes that human motives may be ranked from the basic, physiological level through higher-level needs for safety, love, esteem, and self-actualization; until they are satisfied, the more basic needs are more compelling than the higher-level ones. (p. 472)
7. Glucose, or blood sugar, is the major source of energy for the body's tissues. Elevating the level of glucose in the body will reduce hunger. (p. 475)
8. Set point is an individual's regulated weight level, which is maintained by adjusting food intake and energy output. (p. 476)
9. Basal metabolic rate is the body's base rate of energy expenditure when resting. (p. 476)
10. Anorexia nervosa is an eating disorder, most common in adolescent females, in which a person restricts food intake to become significantly underweight and yet still feels fat. (p. 478)
11. Bulimia nervosa is an eating disorder characterized by episodes of overeating followed by vomiting, laxative use, fasting, or excessive exercise. (p. 478)
12. The sexual response cycle described by Masters and Johnson consists of four stages of bodily reaction: excitement, plateau, orgasm, and resolution. (p. 481)
13. The refractory period is a resting period after orgasm, during which a male cannot be aroused to another orgasm. (p. 482)
14. A sexual disorder is a problem—such as erectile disorder, premature ejaculation, and orgasmic disorder—that consistently impairs sexual arousal or functioning. (p. 482)
15. Estrogen is a sex hormone secreted in greater amounts by females than by males. In mammals other than humans, estrogen levels peak during ovulation and trigger sexual receptivity. (p. 482)
16. Testosterone is a sex hormone secreted in greater amounts by males than by females. In males, higher testosterone levels stimulate the prenatal growth of the male sex organs and the development of the male sex characteristics during puberty. (p. 482)
17. Sexual orientation refers to a person's enduring attraction to members of either the same or the opposite gender. (p. 487)
18. Flow is a state of focused consciousness on a task that optimally engages a person's skills, often accompanied by a diminished awareness of self and time. (p. 498)
19. Industrial-organizational (I/O) psychology is a subfield of psychology that studies and advises on issues related to optimizing behavior in workplaces. (p. 499)
20. Personnel psychology is a subfield of industrial-organizational psychology that applies psychological methods and principles to the selection and evaluation of workers. (p. 499)
21. Organizational psychology is a subfield of industrial-organizational psychology that explores how work environments and management styles affect worker motivation, satisfaction, and productivity. (p. 499)
22. A structured interview is one in which an interviewer asks the same job-relevant questions of all interviewees, who are then rated on established evaluation scales. (p. 502)
23. Achievement motivation is a desire for significant accomplishment; for mastery of things, people, or ideas; and for attaining a high standard. (p. 504)
24. Task leadership is goal-oriented leadership that sets standards, organizes work, and focuses attention on goals. (p. 508)
25. Social leadership is group-oriented leadership that builds teamwork, mediates conflict, and offers support. (p. 508)
Cross-Check
ACROSS   DOWN
3. ghrelin  1. halo
7. lateral  2. drive-reduction
13. hierarchy  4. bulimia nervosa
14. safety  5. basal metabolic rate
15. glucose  6. anorexia nervosa
17. resolution  8. estrogen
18. social  9. achievement
19. task  10. excitement
12. refractory
16. incentive
20. PYY

FOCUS ON VOCABULARY AND LANGUAGE

Perspectives on Motivation
Page 470: Before long, this fad for naming instincts collapsed under its own weight. A good example of the misuse of a theory was when it became very popular (fashionable) to categorize a very broad range of behaviors as innately determined (a fad for naming instincts). In Darwinian theory, an instinct is an unlearned behavior that follows a fixed pattern in all members of the species. This fashion (fad) of naming thousands of behaviors as instincts, rather than explaining them, grew so large and cumbersome that it was finally abandoned as a useful explanatory system (it collapsed under its own weight).

Page 471: Both systems operate through feedback loops, . . . A thermostat in a house and the body’s temperature-regulation system are both examples of homeostasis. If temperature drops, the change is detected and the information is directed (fed) to the system so that necessary steps are taken to bring the temperature back up to its original position. This information is then transmitted back to the system, so that there is a continuous cycle of cooling down and heating up (feedback loop) in an attempt to maintain a steady state. This is the basis of drive-reduction theory.

Page 471: Curiosity drives monkeys to monkey around trying to figure out how to unlock a latch that opens nothing or how to open a window that allows them to see outside their room (Butler, 1954). The expression “monkey around” means to play or fool around (meddle) with something. Monkeys and young children have a very great need to explore and find out about their surroundings. Arousal theory suggests that we are driven to seek stimulation and increase our level of arousal to some comfortable state which is neither too high nor too low (optimum level).

Hunger
Page 474: They talked food. They daydreamed food. They collected recipes, read cookbooks, and feasted their eyes on delectable forbidden foods. In this experiment, subjects were given only half their normal intake of food, and the men became lethargic (listless), focused all their thoughts on the topic of food, and looked longingly at (feasted their eyes on) pictures of delicious, but unobtainable, foods (delectable forbidden foods). This behavior is consistent with Maslow’s theory that there is a hierarchy of needs.

Page 475: This suggests that the body is somehow, somewhere, keeping tabs on its available resources. People and other animals naturally and automatically tend to control food intake in order to keep a relatively constant body weight. This indicates that there is a mechanism, or mechanisms, which monitor (keep tabs on) energy fluctuations. Levels of the blood sugar glucose and certain brain chemicals may play a role in this process.

Page 475: . . . rather like a miser who runs every bit of extra money to the bank and resists taking any out. One theory suggests that two parts of the hypothalamus, the lateral hypothalamus (LH) and ventromedial hypothalamus (VMH), regulate hunger. Stimulation of the LH increases hunger, while activity in the VMH depresses hunger. If the VMH is destroyed (lesioned), rats tend to create and store more fat, just as a person who loves money more than anything else (a miser) will keep banking money and use as little of it as possible.
Focus on Vocabulary and Language

**Sexual Motivation**

**Page 483:** The hormonal fuel is essential, but so are the psychological stimuli that turn on the engine, keep it running, and shift it into high gear. Myers makes an analogy between sex hormones and the fuel that propels a car. We need the hormones to be sexually motivated just as a car needs fuel to operate. In humans, however, there is a two-way interaction between the chemicals and sexuality. In addition to hormones, psychological factors are needed to initiate sexual desire (turn on the engine) and produce the associated behaviors (shift it into high gear).

**Page 484:** Viewing X-rated sex films similarly tends to diminish people’s satisfaction with their own sexual partners (Zillmann, 1989). All films are rated by a censor, and those with an X-rating because of their sexually explicit content are restricted to adults only. There is much debate over the influence of such films on people, and some research suggests that there may be adverse effects. For example, they may create the false impression that females enjoy rape; they may increase men’s willingness to hurt women; they tend to lead both males and females to devalue their partners and their relationships; and they may reduce people’s feeling of fulfillment with their lovers.

**Page 486:** In recent history, the pendulum of sexual values has swung from the European eroticism of the early 1800s to the conservative Victorian era of the late 1800s, from the libertine flapper era of the 1920s to the family values period of the 1950s. The pendulum of a mechanical clock swings back and forth from one side, or extreme, to the other. Myers is pointing out that our views of sexuality tend to move from restrictive (conservative Victorian) at one extreme to those with fewer restraints (libertine flapper) at the other, during different periods of time (eras). Today’s generation may be moving toward an era in which commitment and restraint are more important than sexual expression. (Note: A flapper was an emancipated young woman in the 1920s.)

**Page 487:** To be fired means to lose your job (to be laid off, let go, or sacked). Myers suggests that one way for heterosexual people to understand how a homosexual feels in a predominantly heterosexual society is to imagine what it would be like if the situation were reversed and homosexuality was the norm. How would it feel as a heterosexual to be ostracized (ignored), to lose one’s job (be fired), or to be confronted by media that showed or indicated homosexuality as the societal norm?

**Page 488:** Most of today’s psychologists therefore view sexual orientation as neither willfully chosen nor willfully changed. Myers compares sexual orientation to handedness. You don’t deliberately decide (willfully choose) to be right-handed or left-handed and you can’t intentionally alter (willfully change) your inherent inclination to use one hand over the other. Like handedness, sexual orientation is not linked to criminality nor is it associated with personality or psychological disorder.

**Page 492:** Regardless of the process, the consistency of the genetic, prenatal, and brain findings has swung the pendulum toward a biological explanation of sexual orientation (Rahman & Wilson, 2003). The debate over what causes different sexual orientations has continued for many years. Recent evidence from the research seems to favor (has swung the pendulum toward) a biologically based account.

**Page 493:** To gay and lesbian activists, the new biological research is a double-edged sword (Diamond, 1993). The research supporting a physiological explanation of sexual orientation has both positive and negative aspects (a double-edged sword). On the one hand, if sexual orientation is genetically influenced, there is a basis for claiming equal civil rights and there is no need to attribute blame. On the other hand, these findings create a nagging anxiety (troubling possibility) that sexual orientation may be controlled through genetic engineering or fetal abortions.

**The Need to Belong**

**Page 495:** The need to belong colors our thoughts and emotions. As humans, we have a desire to be connected to others and to develop close, long-lasting relationships, and this need to belong affects the way we think and feel (colors our thoughts and emotions).

**Page 497:** Even to be shunned—given the cold shoulder or the silent treatment, with others’ eyes avoiding yours—is to have one’s need to belong threatened... For both adults and children, to be ignored (shunned), treated with disdain (given the cold shoulder), or deprived of verbal interactions with others
Motivation at Work

Page 499: When the researchers beeped people at random intervals . . . When researchers used pagers to randomly signal people (they were beeped) and report what they were doing and how they were feeling, those engaged in purposeful activities reported more positive emotions and flow than those who were idle and doing nothing much (vegetating).

Page 502: If there is a contest between what our gut tells us about someone and what test scores, work samples, and past performance tells, we should distrust our gut. Subjective judgments (gut feelings) based on informal face-to-face meetings (unstructured seat-of-the-pants interviews) are very weak predictors of later behavior compared to what test scores, work samples, and previous performance reveal. Thus, we should not rely too much on subjective evaluations obtained (gleaned) from unstructured interviews (we should distrust our gut).

Page 504: These superstar achievers were distinguished not so much by their extraordinary natural talent as by their extraordinary daily discipline. Studies of people who were outstanding artists, scientists, athletes, etc. (superstar achievers) found that they were not different because of intelligence or innate skills (natural talent) but because of exceptional motivation and very high levels of self-discipline in relation to the daily pursuit of their goals.

Page 507: Effective leaders of laboratory groups, work teams, and large corporations also tend to exude a self-confident charisma . . . Competent managers who lead groups of people in an effective and productive manner typically exhibit an ability to rely on their own capacities (exude self-confidence), project their vision of what needs to be done, and inspire others to follow them ("charisma"). This type of transformational leadership motivates others to want to belong to the group and to feel a strong commitment to its goal.