Chapter 12
Motivation and Work

Review 12.1: Hunger and Eating Behavior
Sitting in her afternoon psychology class, Erica regrets skipping breakfast and lunch. As a biology major, she knows that her hunger pangs, caused by stomach (1) contractions, signal increased secretion of two chemical messengers, or (2) hormones: (3) insulin from the pancreas and (4) ghrelin from her empty stomach. Erica is having trouble keeping her eyes open during class (even though ProfessorStraub is a stimulating lecturer), because the increased secretion from her pancreas reduces the level of her body’s energy fuel, (5) glucose, in the bloodstream. However, Erica’s brain isn’t sleeping through class. In fact, her brain’s (6) lateral hypothalamus has been secreting the hunger-triggering hormone (7) orexin, and so a very hungry Erica heads home for a large bowl of pasta. She finally feels full, a sensation triggered by activity in the brain’s (8) ventromedial hypothalamus. After eating, Erica weighs herself: She’s 5’6” tall and weighs about 118 pounds, well below the 130-pound normal weight for her height, but she feels fat and, vowing to lose some weight, she takes a laxative, a clear symptom of an (9) eating disorder. Erica’s obsession with her weight has a few possible explanations: One might be a (10) negative self-evaluation. Or she may have internalized and become obsessed with her Western (11) culture’s “thin ideal,” Another possibility is that she may be (12) genetically susceptible to eating disorders.

Review 12.2: Sexual Orientation
Max’s parents are finding it difficult to accept that he is gay. Max explains that he (1) did not choose his sexual orientation and that he (2) cannot change. His parents want to understand why Max feels as he does, so Max begins by discounting all the myths he’s sure they’ve heard. Max tells them that he does not fear the other sex, he was not smothered by (3) motherly love or neglected by his (4) father, he was not (5) molested as a child, and that he was not segregated by gender during (6) puberty, and he does not fear or hate (7) women. Max notes that the most recent research evidence indicates a (8) biological basis for one’s sexual orientation. For example, researchers have found that a cell cluster in the (9) hypothalamus and a section of the (10) anterior commissure are larger in homosexual men, and that between the middle of the (11) second and fifth months after conception, exposure to (12) hormone levels typically experienced by a (13) female fetus may predispose homosexuality in males. Max continues to explain that there is also evidence of a (14) genetic link: (1) homosexuality tends to run in families, especially on the (15) mother’s side; (2) twin studies show that (16) identical twins are more likely than (17) fraternal twins to share a sexual orientation, and (3) research with fruit flies has shown that (18) genetic manipulation can determine sexual orientation.

Review 12.3: Motivation and Work
Tonya wants to apply her knowledge of psychology in a corporate setting, so she is taking courses in (1) industrial-organizational psychology. She already knows that she doesn’t want to work in human factors psychology, but now she must decide whether she wants to help match workers to skills as a (2) personnel psychologist, or she may want to help motivate workers and improve an organization’s infrastructure, as an (3) organizational psychologist. Tonya must also consider which type of work makes her feel happiest, most focused, and most involved, in other words, experience (4) flow. For example, she may feel happiest analyzing a job, scripting questions, and training interviewers to avoid the interviewer (5) illusion and perform a (6) structured interview that will pinpoint potential employees’ strengths. Or she may prefer working directly with employees, focusing on their (7) achievement motivation by encouraging them to attain a high standard, and attempting to increase employee (8) engagement by finding ways for them to feel involved and satisfied with their work. Part of Tonya’s work in motivating employees would involve teaching managers effective management techniques. She would encourage managers to choose an appropriate (9) leadership style, harness (10) job-relevant strengths, and set specific, challenging (11) goals. In selecting a leadership style, managers must choose between goal-oriented (12) task leadership or group-oriented (13) social leadership, and work
toward managing with self-confident charisma. They also know that the most successful leaders tend to have a (14) vision of a goal, an ability to (15) communicate it clearly, and enough optimism and faith in the group to (16) inspire others.