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Melvin University
and Me

Three directions of motivation

It is said that when people are motivated, it appears in three directions. These can also be seen as three types, which differ depending on a person's temperament. Of course, it is said that everyone has a little bit of these three elements: achievement, affiliation, and power.

The first is the style of achieving. This is that when you get a certain motivation, you have a strong desire to achieve it. Their characteristics are that they are interested in achieving their goals and want to do their best personally. Set careful goals and choose calculated adventures. They like to be responsible for finding solutions to problems. The desire to complete a job becomes stronger.

The second is the fellowship style. It is about wanting to be with others and enjoying mutual friendship. These people are interested in getting along with others and socializing with each other. It requires warm and friendly relationships, and interaction. It is very concerned about separation from others. In other words, it does not like to be alone.

The third is the power style. It is trying to shock or influence others. These people care about their reputation and position, about what people think about their power or influence, always try to give advice, and hope that their ideas take the upper hand. They have a strong desire to influence others and change others' behavior. It is often controversial, too.

However, this style of power is not necessarily negative, scholars say. In other words, depending on what kind of power it is, there are two aspects: one is

negative, and the other is positive. For example, the negative can also be described as "personal," such as "I win-you lose." Isn't this the so-called law of the jungle? The style of expressing one's power. That is, the biggest desk, the coolest office, the strongest title, etc. It has personal power, authority, and dictator temperament, and makes the group depend on and obey them. It encourages people to praise personal dominance and tends to treat people like hostages rather than as noble human beings.

In contrast to this, a positive one is "I win-you win too." Trying to achieve the group's goals and exerting power for the benefit of others. It is impressing others with charisma that puts them into action. It is trying to help others. It is trying to make people feel like noble 'personality', not 'objects' to be used. And it is a strong intention to develop people's abilities.

In any case, it is important to know that there are always these three styles of people in any organization, and the best group is when all three types of people are together. It is true that there are conflicting and incompatible with each other. However, it is only natural that there should be three.

In my case, it is true that these three types of people have been together continuously, if I look at the members from the first Institute to the present University. I believe that the role of a top leader is to care for according to each of these three styles, and to do our best to reach the intended goal and destination together so that each individual's potential is developed.