In this Volume, then, within each Chapter, a recurring structure will guide us through the description of the eight successive Phases and their connections to existing theories and research.

Each Chapter starts with a general description with examples that illustrate the basics aimed at those who seek a general understanding of the various Phases of the Model of Motivation.

This general description is separated from a next partition in the text, where the general description is further elaborated on in more detail. In a separate part, or ‘Section’, definitions and refinements are provided of each Phase covered in the preceding description. In addition, in a second Section reference is made to associated theories as they have appeared in literature, complemented in a third Section by research findings, thus providing an overview and summary of current thinking on Motivation, as related to each Phase of the Model.

This second partition, then, following the general description of each Phase in each Chapter, is subdivided into three Sections:

1. Definitions
2. Theories
3. Research

To clearly differentiate this partition with its three Sections from the main text, the partition has been given a different background color (in gray) and a smaller font.
Throughout these three Sections, additional information, background implications and examples are provided to add and clarify the topics that are covered.

To demarcate these informative additions from the rest of the text in the three Sections, they are presented in the form of separate ‘exhibits’, as briefly referred to earlier when covering the distinction between a Process of Motivation and a Process of Interference. Each exhibit has its specific headings and references. A color scheme is used in these informative exhibits, depending on their content as commented on in more detail on the next page.

*Color indications are used in the various exhibits,*

*see next page ➔*

Although the informative value of these Sections and exhibits is evident, there is an additional reason to provide these overviews, clarifications and commentaries.

As stated at the start, there is no story more exciting than the one that tells the tale of who we are and why we do the things we do. In essence, we are all experts in defining our own Motivation. Perhaps not fully conscious of all the details, but in retrospect we often are aware of our experiences to be able to compare those with the ones suggested in the Model, and in theories and research that are presented in literature. Not only do these findings contribute in explaining our thoughts, feelings and actions. The reverse is also true... If these findings provide explanations in a way that confirms our own impressions (or better still, reveals our true intentions to ourselves), then those experiences by themselves also provide a form of confirmation, both for the Model of Motivation we are to present and for the findings obtained in theories and research from literature.

In following pages of this ‘Introduction to the Content’, an overview is provided in more detail of these three Sections and of the information and features they are to contain to supplement the information in each Chapter.
In the following Chapters, each Chapter is to present a general description of a separate Phase in the Model of Motivation. Each Phase is introduced in the main text by a general description, with examples and explanations.

For those seeking more in-depth information, additional details are provided in subsequent ‘Sections’, following the general description. To clearly separate these Sections, they feature a different background color (gray), and a smaller font. Throughout the text, additional information is provided in separate exhibits. Depending on their content, each exhibit is displayed in a specific color:

- Clarifications of selected topics
- Examples
- Implications of findings, related topics
- Topics beyond the scope of study
- Summaries

In each Chapter, a general introduction on a separate Phase of the Process of Motivation is provided.

In distinct ‘Sections’, Definitions, Theories and Research are covered.

Additional information is provided in separate exhibits, where different colors are used depending on their content:
For those seeking more detailed information, a first Section on ‘Definitions’ is provided, describing in more detail each Phase covered in each Chapter, and especially the Stages that it consists of as proposed in the Model of Motivation.

However detailed these descriptions are, reference is made to a more in-depth description of the Model of Motivation, which is to appear in a separate Volume, Volume III of the ‘Series on Motivation’.

Although the main text in each Chapter, with its storyline and examples, is meant to provide the reader with materials and context to position and compare the ideas with one’s own frame of reference and experiences, the Section on Definitions is also meant to extend on these personal experiences.

Having a theoretical Model of Motivation is one thing, providing enough information to have these theoretical constructs add meaning and provide insights into one’s own personal experiences is yet another. As stated, if the Model proves to be adequate in explaining our thoughts, feelings and actions in ways that confirm our own impressions, then these, in turn, also provide support for the Model we are to present.

So, the Section on Definitions with its more in-depth descriptions is meant to provide, not only insights into the Model of Motivation, but also a means of personalized verification to the accuracy and relevance of our findings. In the approach we will use, reference will be made to further descriptions and clarifications in exhibits provided throughout the text.
For those wishing background information on related theories, a separate Section is provided, with references to important theories of motivation in current literature.

As stated, relating the Model to prominent theories of motivation provides a liaison to thoughts and findings obtained from a long tradition of existing studies on the subject.

Many great ideas and theories on motivation have been proposed since the 1950s, the most important of which will be described throughout the text. Insights are provided on how these findings from theories relate to the Model, and we will observe how theories, over the years, have covered different Phases proposed in the Model. As such, these theories will be presented over various Chapters covering these Phases. Throughout the text, references are provided to these theories as they are progressively covered.

As we proceed through the Phases, we will find that although these major theories have been developed from different perspectives and different scientific disciplines, they all seem to be related in their common origin to provide insights in motivation. And although the aim is to find relations and congruencies between the Model and these various theories, it appears the reverse is also true: the Model of Motivation seems to provide insights into how these theories are mutually related in this common cause.

There are many theories covering the subject. We will restrict ourselves to six major clusters in capturing those prominent theories covered in literature. As a basis for clustering, relevant literature has been used, where various classifications used in literature have been combined and (occasionally)
extended\(^1\). Within each cluster, a selection has been made of the most important theory, or theories, including references.

As we progress in covering the Phases of the Model, we will refer to those major clusters in different Sections throughout the text. In order to keep an overview as we proceed through our coverage, color codes are used as a reference.

Theories are covered in colored exhibits, see next page

So, progressing on the thoughts of others, and comparing those theories with the Model of Motivation, provides a means to relate to those theories and to verify the assumptions and propositions made in the Model. Where the Model assumes a complete coverage of the Process of Motivation as it manifests itself, all these (major) theories from literature are assumed to display a clear relation with one or more of the proposed Phases in the Model.

A final and most important observation is to be made on the coverage of theories in Section 2. In the selection made, no theories related to a Process of Interference have been included, as previously elaborated on in the ‘Introduction to Motivation’ \(^2\).

\(^1\) Amongst others, reference is made to: Elliot, Dweck & Yeager, 2017; Kanfer, Chen & Pritchard, 2008; Latham, 2012; Reeve, 2005; Renninger & Hidi, 2019a; Ryan, 2012; Ryan & Deci 2018; Sansone & Harackiewicz, 2000a; Shah & Gardner, 2008; Weiner 1980b, 1992.

\(^2\) Those theories include, among others: Equity theory (Adams, 1965); Hackman and Oldham’s job characteristics model (Hackman & Oldham, 1975, 1976, 1980); Herzberg’s dual-factor theory (Herzberg, 1966, 1968); Locke and Latham’s high performance cycle (Latham, 2007; Latham, Locke & Fassina, 2002; Locke & Latham 1990); Porter and Lawler’s model of motivation (Porter & Lawler, 1968); and McGregor’s ‘theory X - theory Y’ (McGregor, 1960).
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The Model of Motivation is related to the most prominent theories from literature, clustered according to six major categories. Throughout the text, color codes are used to refer to each of these clusters:

1. Expectancy-value theories
2. Goal-setting theories
3. Goal-orientation theories
4. Self-determination theory
5. Social cognitive theories
6. Attribution theories
Given the embedment in and connection with present theories from literature, Section 3 on research extends on these findings by providing an overview of empirical evidence that has been advanced by researchers in the respective fields of study.

In Section 3, these findings are observed and referenced as they relate to the Model of Motivation. Where connections can be made between theories and the Model of Motivation, findings obtained from research in those fields of study confirming the plausibility of those theories may also reflect on assumptions made in (related areas of) the Model.

Finally, as stated earlier in the ‘Introduction to Volume I’, it is noted that no references are provided to research conducted over the years directly related to the Model of Motivation. These findings are to be reported on extensively in Volume VII of the Series. For a summarized overview of these results, reference is made to the dissertation mentioned earlier (Mennes, 2016, refer to p. 4).

1 A brief observation for those less familiar with the various forms of scientific enquiry and analysis. Verifying the assumptions made by means of empirical research is often perceived as a way of providing some sort of “proof”. But the truth of the matter is that in scientific research we cannot really prove that “things are as they are”. We can only prove with certainty that processes are either not happening as we had expected (and in doing so we subsequently disregard such a theory), or we can establish that processes are indeed progressing as expected and not occurring by chance, in which case we assume such empirical findings provide an indication of the plausibility of our assumptions. So, the approach is not meant to obtain “proof”. Rather, in providing an overview of findings from research and their analyses, only a confirmation (or rejection) as to the plausibility of these assumptions can be made.