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Affiliation motivation pdf

Human beings differ from each other in how much they like to associate with other people. Some people avoid being alone, prioritize their friendships, and strive to please others. Others are exactly the opposite: they are happy to be alone, they don't try very hard in their relationships with other people, and they're not too worried about making other people happy. Henry Murray coined the term need for affiliation to differentiate people who are generally friendly, outgoing, cooperative and eager to join groups of those who are hostile, reserved and distant. Most people could probably be described as having a moderate need for affiliation, but some people have an extremely low need and others have an extremely high need. Murray used the term need to describe a type of force within a person that organizes a person's thoughts, feelings, and behavior. A person with a high need for affiliation is so motivated to build and maintain relationships with others that many of their thoughts, emotions and actions are directed towards fulfilling that motivation. Nature of The Need for Affiliation Having a high need for affiliation probably seems like an important part of a desirable personality. Many people, after all, prefer to think of themselves as being friendly than cold or stale. And there are some advantages to having a high need for affiliation. Murray noted that people with high need for affiliation strive to make other people happy, which probably helps them build and maintain strong relationships. But there are also some disadvantages. People with high need for affiliation tend to conform and may even go along with reckless choices made by people around them. In some circumstances, people with high need for affiliation may also have trouble doing their job. They can put such a high priority on socialization that they neglect some of their other goals. Murray believed that the way people express their need for affiliation depends on other aspects of their personality. A person who is high in need of affiliation and also high need for nutrition can be extremely kind, but a person who is high in need of affiliation and high in need of deference can be extremely compatible. In other words, a group of people who are all high on need ing membership may consist of people who are all outgoing, but they differ in other ways according to their unique need profiles. Social psychologists have recently shown a lot of interest in the need to belong, and it is important to understand how this related concept is different from the need for affiliation. The need to belong is considered a universal human impulse to and maintain lasting and positive relationships with others. Most researchers describe the need to belong as a component of human nature, or something that all normal humans possess. A lot of research suggests that if people don't at least a minimal amount of lasting and healthy relationships, your well-being will suffer. The need for affiliation, on the other hand, is used to describe people's personality. People vary in how motivated they are to socialize and establish new contacts, and that's what is meant by the idea that there are individual differences in the need for affiliation. People who are high in need of affiliation are more motivated to form relationships than other people are, and as a result, they can be more successful in fulfilling their need to belong. Need for Affiliation Developments of Murray Research conducted his research on the need for affiliation in the mid-twentieth century, and researchers have since advanced understanding of psychologists about this reason considerably. Initial research on the need for affiliation used the Apperception Thematic Test, which requires respondents to interpret a series of ambiguous images to identify the strength of people's need for affiliation. But since then, further tests of the need for affiliation have emerged. For example, Douglas Jackson designed a membership scale need as part of his comprehensive personality measure known as the Personality Research Form. Years later, Craig Hill developed the Interpersonal Orientation Scale, a self-portrait questionnaire that provides several specific components of affiliation motivation. The development of these and other tests allowed researchers to discover how the need for affiliation shapes people's experiences. Initial research on the need for affiliation produced results that confirmed Murray's description of the need. In relation to people with low need for affiliation, people with high need for affiliation are more concerned with accepting others, feel more empathy for others, are more likely to initiate contacts and friendships, and are more likely to adapt to the desires of experts who press them for a decision. Other research has made discoveries that Murray may not have anticipated. For example, Hill's research shows that, in a way, women have a greater need for affiliation than men. Compared to men, women report that they are more happy to interact with other people and are more likely to seek the company of others when they are upset. Hill's research also shows that people with a high need for affiliation can be discriminating when they choose a conversation partner: they prefer people who are warm and friendly to people rather than reserved. This result makes sense in light of a lot of social psychological research that shows that people tend to like others who are similar to themselves. People with high membership may also be better leaders than people with low affiliation. In a study conducted by Richard Sorrentino and Nigel Field, students with high need for affiliation were described by their peers as more leaders than students with low membership. But the o who were considered the most leaders of all were the students who were high both in need of realization and in the need for affiliation. This research suggests that successful leaders are ambitious and sociable. References: Hill, C. A. (1987). Affiliation motivation: People who need people... but in different ways. *Journal of Personality and Social Psychology*, 52, 1008-1018. Murray, H. A. (1938). *Personality explorations: A clinical and experimental study of fifty men of university age*. New York: Oxford University Press. Craig, Judy-Anne Koestner, Richard and Zuroff, Davii C. 1994. Implicit and self-attributed intimacy motivation. *Journal of Social and Personal Relations*, Vol. 11, Edition. 4, 491. 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