

## MOTIVATION RECONSIDERED: THE CONCEPT OF COMPETENCE

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When parallel trends can be observed in realms as far apart as animal behavior and psychoanalytic ego psychology, there is reason to suppose that we are witnessing a significant evolution of ideas. In these two realms, as in psychology as a whole, there is evidence of deepening discontent with theories of motivation based upon drives. Despite great differences in the language and concepts used to express this discontent, the theme is everywhere the same: Something important is left out when we make drives the operating forces in animal and human behavior.

The chief theories against which the discontent is directed are those of Hull and of Freud. In their respective realms, drive-reduction theory and psychoanalytic instinct theory, which are basically very much alike, have acquired a considerable air of orthodoxy. Both views have an appealing simplicity, and both have been argued long enough so that their main outlines are generally known. In decided contrast is the position of those who are not satisfied with drives and instincts. They are numerous, and they have developed many pointed criticisms, but what they have to say has not thus far lent itself to a clear and inclusive conceptualization. Apparently there is an enduring difficulty in making these contributions fall into shape.

In this paper I shall attempt a conceptualization which gathers up some of the important things left out by drive theory. To give the concept a name I have chosen the word *competence*, which is intended in a broad bio-

logical sense rather than in its narrow everyday meaning. As used here, competence will refer to an organism's capacity to interact effectively with its environment. In organisms capable of but little learning, this capacity might be considered an innate attribute, but in the mammals and especially man, with their highly plastic nervous systems, fitness to interact with the environment is slowly attained through prolonged feats of learning. In view of the directedness and persistence of the behavior that leads to these feats of learning, I consider it necessary to treat competence as having a motivational aspect, and my central argument will be that the motivation needed to attain competence cannot be wholly derived from sources of energy currently conceptualized as drives or instincts. We need a different kind of motivational idea to account fully for the fact that man and the higher mammals develop a competence in dealing with the environment which they certainly do not have at birth and certainly do not arrive at simply through maturation. Such an idea, I believe, is essential for any biologically sound view of human nature.

As a first step, I shall briefly examine the relevant trends of thought in several areas of psychology. From this it will become clear that the ideas advanced in this paper have already been stated, in one way or another, by workers in animal behavior, child development, cognitive psychology, psychoanalytic ego psychology, and the psychology of personality. If there is novelty in this essay, it lies in putting together

# Motivation Reconsidered The Concept Of Competence

**Hans-Georg Voss**



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