**AGPA Connect 2023 Presenter Information**

**Course Code:** 8

**Course Title:** Basic Psychological Needs and ‎Leadership: Blending Psychodrama and Motivation Science

**Course Times:** 10:00 AM - 12:30 PM

**Course Dates:** Thursday, March 9

**Instructors:** Ozge Kantas

**Course Description:** Blending motivation science ‎with psychodrama techniques, this ‎workshop offers an experiential and ‎didactic format to enable participants to ‎distinguish their leadership styles. On ‎the basis of Self-Determination Theory and action methods, ‎the members will experience the best ‎supportive practices in terms of ‎facilitating engagement, commitment, ‎cohesion, psychological safety, and need ‎satisfaction in ‎groups.‎ They will learn the universality and individuality of basic human needs (inclusion, mastery, and autonomy) by affirming diversity as a resourceful and playful experience of group dynamics through psychodrama.

**Learning Objectives**

The attendee will be able to:‎

1. Define the basic psychological needs ‎universal to human experience for ‎effective functioning, ‎meanwhile identifying and analyzing person- or ‎group-specific ways of satisfying those ‎needs in a ‎diverse and inclusive approach.‎
2. Appraise the self-complexity of employees and comparing the DEI (diversity, equity, inclusion) and ‎wellbeing outcomes of the ‎leader’s motivational styles as ‎supportive and frustrating during ‎change ‎management.‎
3. Distinguish human-centered work design and supportive settings ‎with sociometry and playfulness ‎to match therapy, consulting, and business goals.‎‎

**Significant Articles:**

1. Burmeister, and M. Maciel (Eds.): ‎Psychodrama: Advances in Theory and ‎Practice. Taylor and Frances: ‎USA.‎
2. Kantas, Ö., & Mavili, A. (2021). Self-Determination Theory as a Suitable Theoretical Basis and ‎Measurement Approach for Psychodrama Interventions. Journal of the Psychodrama, Sociometry, and ‎Group Psychotherapy, 68(1), 7-32.‎
3. Pio-Abreu, Jose Luis, & Villares-‎Oliveira, C. (2007). How Does ‎Psychodrama Work? In B. Clark, J. ‎
4. Ryan, R. M., & Deci, E. L. (2017). ‎Self-determination theory: Basic ‎psychological needs in motivation, ‎‎development, and wellness. Guilford ‎Publications.‎
5. Ryan, R. M., & Deci, E. L. (2000). ‎Self-determination theory and the ‎facilitation of intrinsic motivation, ‎‎social development, and well-being. ‎American Psychologist, 55,68-78.‎
6. Vansteenkiste, M., Ryan, R. M. ‎‎(2013). On psychological growth and ‎vulnerability: Basic psychological ‎need ‎satisfaction and need frustration as a ‎unifying principle. Journal of ‎Psychotherapy Integration, 23, ‎‎263–280.‎

**Agenda:**

Introduction

1. Understanding what is motivation and how can be attained (25 min, Obj 1, lecture/handouts/demonstration)

* Sociometric assessment and group contact
* Taxonomy of motivation

1. Addressing the basic psychological needs (25 min, Obj 1, lecture/video/small group activity)

* Universal validity vs unique perspective
* Related research on desired outcomes
* In-basket exercises ( what brought you here?)

1. Differentiating the leadership styles (25 min, Obj 2, demonstration)

* Role reversal with effective and ineffective leadership

1. Importance of need assessment (25 min, Obj 1& 2, discussion/Q&A)

* Sources of information in different settings and applicability
* Detecting the motivation quality over quantity
* Observing and intervening in the DEI concepts as inputs and outcomes.

1. Bridge between theory and practice (45 min, Obj 3, case study/Q&A)

* Role training for imaginary cases (Hot seat)
* Discussion/ Q&A
* Evaluation (5 minutes)

**Assessment Questions:**

Question 1 (include possible answers)

Which of the below is correct about human motivation and wellbeing: a) Human beings are active organisms. b) True human autonomy means freedom to act for whatever one wants to do. c) both

Correct Answer 1

A

Question 2 (include possible answers)

Which of the below is correct about human motivation and wellbeing: a) the rationale behind our goals has an impact on our wellbeing b) the best-known effective way of unleashing intrinsic motivation is gamifying the process. c) both

Correct Answer 2

C

Question 3 (include possible answers)

Which of the below is correct about human motivation and wellbeing: a) a leader’s role is not to motivate the followers but to create an environment where the followers can use their inherent motivation. b) playfulness enables group members to experience a healthy encounter with each other by respecting each other’s boundaries, acknowledging diversity and cohesion, and enabling creative conflict resolutions. c) both

Correct Answer 3

C

Question 4 (include possible answers)

Which of the below is correct about human motivation and wellbeing: a) Some people are impossible to get motivated and put into action. b) Although motivation quantity may or may not be a predictor of displayed behaviors, motivation quality is the determinant of whether this behavior leads people to well-being or not c) both

Correct Answer 4

B

Question 5 (include possible answers)

How many universal psychological needs are found in research? a) none b) 3 c) 5 d) 7

Correct Answer 5

B

Question 6 (include possible answers)

Which of the below is correct about human motivation and wellbeing: a) When human beings are considered as passive mechanisms, rather than active organisms, their natural growth tendency is blocked. b) An effective leader needs to be controlling to show authority and ensure the best outcomes. c) both

Correct Answer 6

A

Question 7 (include possible answers)

Which of the below is correct about human motivation and wellbeing: a) people have an autonomous healing center b) therapist acts as a facilitator to self-led therapy c) both

Correct Answer 7

C

Question 8 (include possible answers)

Which of the below is correct about human motivation and wellbeing: a) sociodynamic effect tells us how each member of a group plays an active role in creating the (in)justice in society b) sociodynamic effect tells us how co-creation occurs c) both

Correct Answer 8

C

Question 9 (include possible answers)

Which of the below is correct about human motivation and wellbeing: a) playfulness only happens with purely intrinsically rewarding games b) playfulness can come along well-internalized extrinsic motivation as well c) both

Correct Answer 9

B

Question 10 (include possible answers)

Which of the below is correct about human motivation and wellbeing: a) focusing on strengths can promote sustainable healing b) focusing on problems can promote faster healing c) both

Correct Answer 10

A