

# Self-Determination Theory

## *Basic Psychological Needs Study Guide*

### **Autonomy**

Endorsement of what one is doing, either through one's own choice when given decision latitude or through connecting with the value of an activity and endorsing its value even if it would not have been chosen independently. Autonomy is not lack of supervision, independence, freedom from rules. It is "I agree..." "I understand..." "I believe..." "I support..." The opposite is a sense of being controlled, coerced, forced, or compelled. This can include emails to residents/faculty on a routine basis asking this question

#### *Building Blocks of Autonomy*

- Perspective taking
- Validate emotion
- Allow choice when possible
- Provide explanatory rationales

### **Belonging**

An experience of meaningful interpersonal connection in which one feels that they are valued and respected. The feeling that "I matter to others."

#### *Building Blocks of Belonging*

- Warmth and caring
- Feeling understood and accepted
- A sense of connection and inclusion in a group or community
- Opportunities for mutual care

## Competence

Composed of two experiences

- *Efficacy* (sometimes called “mastery”) refers to how well your team member feels they are performing in the moment-to-moment tasks of patient care.
- *Growth* refers to the experience of continuous development of skill and expertise in the broader areas of medicine that most interest your team member.

## Meaning

The felt experience of having an impact or recognizing one’s role in an outcome important to the team member, usually involving pro-social impact

- *Purpose* is the reason we do something, the driver of action
- *Meaning* is the recognition and experience of the fruition of that action