

Hierarchy of Human Needs

Background: In 1943, Abraham Maslow, a humanistic psychologist and theorist, wrote that a person's needs are based on their motivation, priorities and behavior. He described a need as a deficit that creates a tension. The resultant behavior is focused to reduce the tension. People are motivated to work to satisfy a need. Unsatisfied needs are a prime source of motivation.

Maslow developed a method for categorizing basic human needs. He placed them in a hierarchical structure of five groups with the primitive or immature behaviors at the bottom and the civilized or mature behaviors at the top.

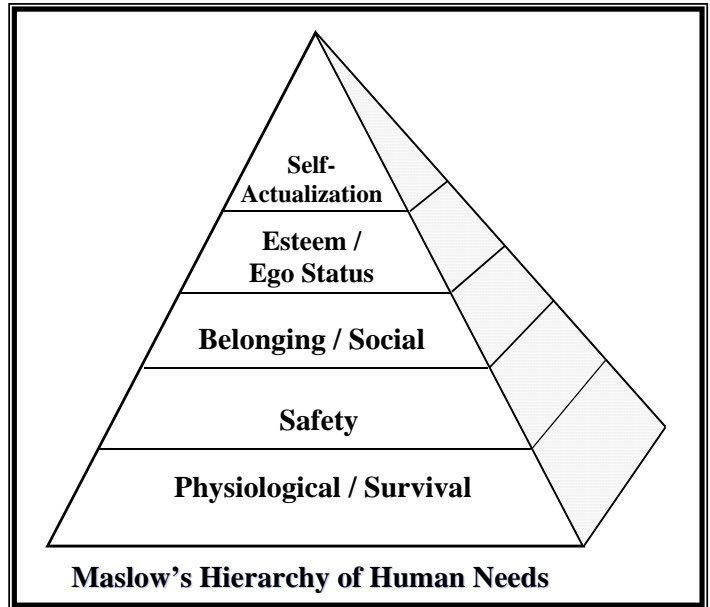
He speculated that people attend to their needs in an ascending order from the immature to the mature. A person must meet lower level needs first, at least partially, before they move up to higher levels. He suggests that people have an internal need that pushes them to achieve higher level needs, moving up the hierarchy.

Survival (basic personal needs) includes food, water, shelter, and clothing. Safety (basic personal needs) includes security, orderliness, protective rules, and avoidance of risk. Social (interpersonal needs) includes acceptance, affection, appreciation, being liked and love by others. Identifying with groups. Ego Status includes being perceived as worthy by self and others, gaining status and recognition. Self-Actualization is realized as the individual's strive to achieve their personal best. External acceptance and praise is no longer a driving factor. This level is growth motivated not deficiency-motivation.

Application:

Understanding this information will help us understand and potentially pinpoint participant motivating needs. Additionally, when participants are responding in an

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immature, or unusual way, it may indicate a level of needs that are more basic that a facilitator must be aware of. Essentially, most work of the facilitator will take place with people in the Social and Ego Status dimensions. It is possible however, that people in the Safety dimension may be involved in workshops. These people cannot be dealt with lightly. They must have their needs met to ensure a higher, more mature form of participation.

More Information:

On the Web:

<http://www.chiron.valdosta.edu/whuitt/col/regsys/maslow.html>

<http://www.hcc.hawaii.edu/intranet/committees/FacDevCom/guidebk/teachtip/maslow.htm>

<http://web.utk.edu/~gwynne/maslow.htm>

[http://www.acq-](http://www.acq-ref.navy.mil/ipt/html/iptgif07.htm)

[ref.navy.mil/ipt/html/iptgif07.htm](http://www.acq-ref.navy.mil/ipt/html/iptgif07.htm)

Other: Maslow, A. (1943) A Theory of Human Motivation. *Psychological Review*, 370-396.

Maslow, A. (1970) *Motivation and Personality* (2nd Ed.) New York: Harper & Row