

## 5 pitfalls to Judging (or understanding) people's motives:

Jer 17:9 - The heart is deceitful above all things, and desperately wicked: who can know it?

James 1:22 - So don't fool yourselves. **23** For if a person just listens and doesn't obey, he is like a man looking at his face in a mirror; **24** as soon as he walks away, he can't see himself anymore or remember what he looks like. Most people don't know or understand their own motives.

Rom 12:3 - Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the faith God has distributed to each of you.

Proverbs 16:2 says, "All a person's ways seem pure to them, but motives are weighed by the LORD."

Heb 4:12 - <sup>12</sup> For the word of God is living and active, sharper than any two-edged sword, piercing to the division of soul and of spirit, of joints and of marrow, and discerning the thoughts and intentions of the heart.

Matt 7:15 "Beware of false prophets, who come to you in sheep's clothing, but inwardly they are ravenous wolves. **16** You will know them by their fruits. Do men gather grapes from thornbushes or figs from thistles? **17** Even so, every good tree bears good fruit, but a bad tree bears bad fruit. **18** A good tree cannot bear bad fruit, nor *can* a bad tree bear good fruit. **19** Every tree that does not bear good fruit is cut down and thrown into the fire. **20** Therefore by their fruits you will know them.

1. Most people don't know or understand their own motives.
2. Behavior is interpreted through personal perspectives.
3. The same behaviors may represent entirely different motives.
4. Motives are often intertwined with personality and character.
5. Emotions can disguise or disrupt normative behavior.

### **Common terminology in motivational research:**

**Self-report** — the reliance upon individuals to provide personal interpretation of their motives, typically gathered through surveys or interviews.

**Implicit motive** — automatic motives not readily recognized within the direct stream of consciousness of an individual.

**Habits** — deeply engrained motives, behaviors, and actions acquired through experience or practice which are highly difficult to override.

**Spurious** — an erroneous interpretation attributing causality to an unwarranted cause when examining the relationship between two or more factors.

**Traits** — a generalized tendency to exhibit behaviors that are consistent and predictable.

**Self-serving bias** — the process whereby success is often justified as internally derived, but task failure is attributed to external ascriptions.

**Confirmation bias** — occurs when individuals identify problems or seek solutions that support their pre-existing notions while implicitly suppressing other plausible explanations of behavior or motivation.