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# The Scale of Motivationess: an Empirical Description of the Phenomenon and a Presentation of the Method

# Шкала «Умотивованість»: емпірична характеристика феномену і презентація методики

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***ABSTRACT***

***The aim of the article*** *consists in establishing empirical descriptors of the state of motivation.*

***Methods.*** *The study was implemented according to the Nelson model, which provides for the possibility of determining the essence of the problem under the existing conditions. The empirical research used such methods as the motivation structure questionnaire, the existential feasibility scale of Lange and*

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*Orgler, the Schwartz motivational values questionnaire, the Luthans psychological capital method, the Riff psychological well-being questionnaire, the personality life tasks questionnaire (Laboratory of Social Psychology of the personality of Prof. Tytarenko), the questionnaire of Stepa's reserve motivation, Stepa's psychological resourcefulness questionnaire, meaningfulness of life method (an adaptation version of the Krumbo and Maholik questionnaire), Muddy's hardiness questionnaire. The following methods of mathematical and statistical analysis were applied: multivariate, cluster, correlational, comparative, and classification analysis.*

***Research results.*** *The following indicators of motivationess were determined: confidence in one's capabilities, realistic goal formulation, a clearly defined sequence of actions, effective self-organization of time, understanding of the ratio of one's strengths and difficulties, completing a task by applying one's efforts, interest in the process of completing the task, desire to complete the task, inspiration from one's own experience of success, the ability to draw analytical conclusions from one's own experience of failures, resistance to stress during task performance, proactiveness in setting the task, the desire to receive and provide informative feedback during the execution and completion of the task, readiness to learn new knowledge and skills to perform the task, sense vocation for staging and completing the task. Cronbach alpha for statements of the Motivationess scale is within 0.91–0.92. The value of intercorrelations of motivationess indicators is 0.30–0.78 ($p < .001$). The classification analysis showed that low, medium, and high levels of motivationess were correctly determined by 90%, 100%, and 100%, respectively. The structure of motivationess is two-factor, cumulative multi-factor analysis explained 59% of the variance of the data in the group. A higher level of motivationess is characterized by its procedural, dynamic indicators. The k-means method showed the correctness of distinguishing two types of motivationess - low and high; the type of motivationess is determined by its dynamic indicators.*

***Conclusions.*** *Motivationess is characterized by us as a dynamic motivational state of existential discourse, which is actualized about a certain life task, is manifested in the ability of the individual to correlate his resources with the challenges of life conditions in a dialogic interaction, and is experienced by him as inspiration. The motivation scale received the necessary indicators of its reliability. The text of the Motivationess scale is included in the appendix to the article.*

***Key words:*** *motivationess, motivationess state, the scale of Motivationess, types of motivationess, inspiration.*



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## Introduction

In modern areas of education, management, and psychological counseling, more and more attention is paid not only to the effectiveness of motivating people but also to the duration of the motivational effect, which is often defined as personal motivation. From the point of view of theoretical scientific psychology, motivationess is a fairly new concept that has a vague articulation in the motivational thesaurus. At present, the legal characteristic of motivationess as a result of the argumentation of certain actions, conviction regarding a certain necessity is more prominent (умотивованість: https://sum.in.ua/s/umotyvovuvaty). The psychological trend of characterizing motivationess as a motivational dynamic state has currently been considered only interpretatively and to a certain extent in separate flow-effect (Özhan, & Kocadere, 2020), two-factor explanation of personal motivation (Alrawahi et all, 2020), a reversion in meta-motivational modes (Apter et all., 1998), the ability to identify self-efficacy (Carey, & Forsyth, 2009), the phenomenon of intra-organizational motivation and self-determination of the individual (Ackerman, & Neuhaus, 2018), the ability of a person to make his own decision to his capabilities and in the conditions of real life (Längle et all, 2003).

Now, from a psychological point of view, motivationess shows the ability of a person to regain motivation after frustration, stress, and fatigue; arbitrarily to be in a motivational trend (Штепа, 2024:289), motivational discourse. In the scientific literature, the following motivational discourses are substantiated: expansion, evaluation, construction, and authenticity (Климчук, 2015:88). At the same time, there is currently no scientific research data on whether motivation as a motivational state generalizes all discourses or can be actualized in one of them.

From the point of view of practical psychology, motivationess is seen as a state of human productivity. At the same time,


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we did not see data on the systematization of empirical data, which would allow us to characterize indicators of motivationess.

In our opinion, research on motivationess as a state was very important, in which scientists proved the possibility of a motivational state as a psychological phenomenon, and also identified types of motivational states. In particular, Wasserman T. and Wasserman L. (Wasserman, T., & Wasserman, L., 2020) substantiated that motivation can be in modes, both traits and states; the motivational state is characterized by scientists as a specified state of readiness of a person for a certain goal. In Budnick's study (Budnick et. all, 2023), the motivational state is interpretatively determined through semantic connections with activation, which can have internal or external sources, and affective valence, which is manifested in (dis)satisfaction. The interpretive paths of the motivational state read satisfaction through cognition and the ability to recover. References regarding the identification of types of motivational states in the order of decreasing visible activity of a person and independence from his mood seem to be of interest: excitement – flow (satisfaction, absorption in something, feeling of wasting time) – animation (organized desire to achieve a goal) – rest (including active relaxation, recovery) – boredom (Five-motivational-states). At the same time, there is evidence that motivational states are the following: desire, urge, desire, and thirst (Stults-Kolehmainen et. all, 2020).

Therefore, the types and signs of the motivationess state are characterized at the macro level. At the same time, the determination of its indicators is also relevant, since, in our opinion, it is not obvious to which type of motivational state motivation should be attributed. Probably, the empirical characterization of motivationess indicators would make it possible to determine transitions between types of motivationess states, as well as to reveal the productivity of a motivated person and the possibilities of harmonizing his motivation.



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**The aim** of the study was to establish empirical descriptors of the state of motivationess.

## The aim of article

The purpose of the article is to present empirical results regarding (1) indicators of motivationess, (2) substantiation of motivationess as a motivational state, and (3) approbation of the psychodiagnostic scale of Motivationess.

## Methods of research

The study was implemented according to the Nelson model, which provides for the possibility of determining the essence of the problem under the existing conditions. The empirical research used such methods as the motivation structure questionnaire, the existential feasibility scale of Lange and Orgler, the Schwartz motivational values questionnaire, the Luthans psychological capital method, the Riff psychological well-being questionnaire, the personality life tasks questionnaire (Laboratory of Social Psychology of the personality of Prof. Tytarenko), the questionnaire of Stepa's reserve motivation, Stepa's psychological resourcefulness questionnaire, meaningfulness of life method (an adaptation version of the Krumbo and Maholik questionnaire), and Muddy's hardiness questionnaire.

135 students of the 2nd, 3rd, and 4th courses of full-time and distance learning (39% men and 62% women) took part in our research on indicators of motivationess as a psychodynamic state of a person, of which 30 students took part in the first stage of the study - the identification of indicators of motivationess and all 135 took part in the second stage of the study – approval of the Motivationess scale. At the beginning of the study, 16 indicators of motivationess were singled out using the method of qualitative and content analysis of descriptions by 30 students of their abilities and skills when they feel motivated to perform a certain task (Штепа, 2024). Next, the necessary mathematical and statistical analysis of the research results was carried out.

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## Results and discussions

In the list of the abilities and skills, when they feel motivationess to perform a certain task, each student included 2-6 indicators. The dispersion of the specified indicators of motivationess was insignificant: 80% of students had characteristics of motivationess similar to 50%. We defined what was formulated by the students somewhat more precisely and succinctly, and received their confirmation regarding the correctness of the formulation. As a result of the qualitative analysis, a list of indicators of motivationess was derived (Fig. 1).

In the next step of the research, we formed a list of statements from the selected indicators of motivationess and determined the appropriateness of the answers according to the Likert scale (appendix at the end of this article). Before proceeding to the description of the results of the mathematical and statistical analysis of the research results, we consider it appropriate to indicate that such an indicator of motivationess as "feeling of support from a significant person" was removed from the list because in the multivariate analysis, it was separated into factor 3 (- 0.89), the level of intercorrelation with other indicators of motivationess was in the range of r=-0.20–0.16 ($p<0.01$), according to the clustering of indicators of motivationess, it did not belong to any cluster.

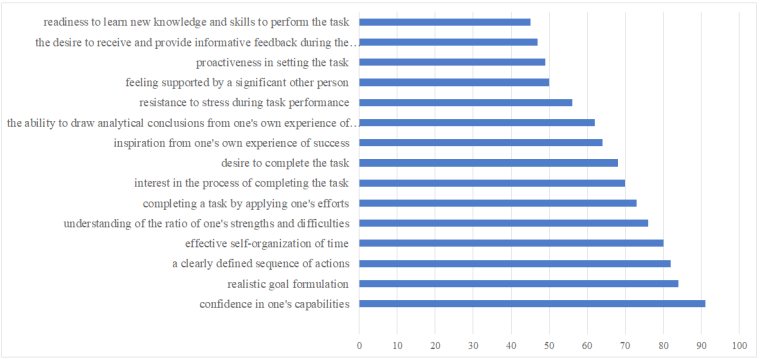


*Fig. 1.* Histogram of motivationess indicators (frequency, %)


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Figure 2 contains the results of descriptive statistics for the general level of motivationess. Normally distributed data and medians are acceptable.

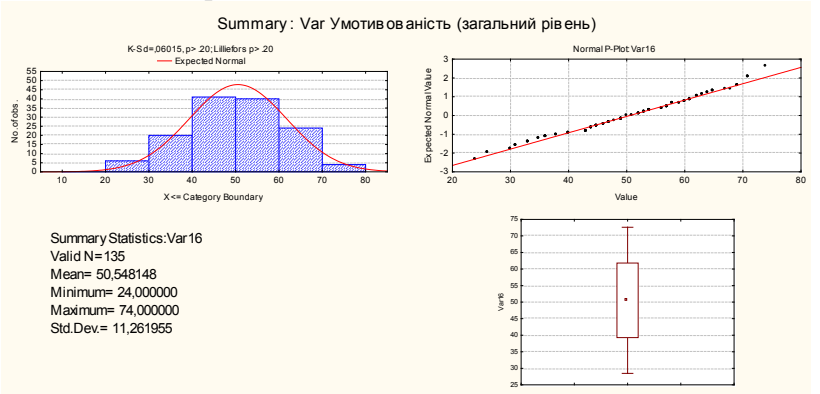


*Fig. 2.* Results of descriptive statistics for the general level of motivationess

Next, the α-Cronbach index was determined for each statement of the Motivationess scale (tabl.1).

Cronbach alpha for the statements of the Motivationess scale is in the range of 0.91–0.92, with a standardized α-Cronbach of 0.92, which is a fairly high indicator of the consistency of the statements and the reliability of the scale.

With the help of correlation analysis, the results of intercorrelation relationships of the statements of the Motivationess scale were obtained (Table 2). The value of intercorrelations of motivationess indicators for $p < .001$ is 0.30–0.78. The weakest interrelationships of the statements "Realism of goal formulation" and "Ability to draw analytical conclusions from one's own experience of failure" with a significant part of other statements of the scale (r=0.06–0.27), which we explain by high subjectivity in interpretation by respondents the meaning of "realism" and their insufficient ability to analyze their own failures, which is based on the new comments of the respondents regarding the statements of the scale.

The closest (r=0.78) is the relationship between the statements "Interest in the process of performing the task" and "Desire to perform the task", which, in our opinion, is explained by the content of the statements.

*Table 1*

**Results of standardization of the statements of the Motivationtess scale according to the α-Cronbach index**

| Summary for scale: Mean=50.5481 Std.Dv.=11.2620 Valid N:135 Cronbach alpha: ,920576 Standardized alpha: ,919537 Average inter-item corr.: ,442986 | | | | | |
|---|---|---|---|---|---|
| **Indicators of motivationess** | **Mean if - deleted** | **Var. if - deleted** | **StDv. if - deleted** | **Itm-Totl - Correl.** | **Alpha if - deleted** |
| Confidence in one's own capabilities | 46.97778 | 111.7254 | 10.57003 | 0.669095 | 0.914573 |
| Realistic goal formulation | 46.60000 | 118.0919 | 10.86701 | 0.405642 | 0.921269 |
| A clearly defined sequence of actions | 47.17037 | 109.7710 | 10.47716 | 0.670024 | 0.914200 |
| Effective self-organization of time | 48.07407 | 109.1649 | 10.44820 | 0.689015 | 0.913584 |
| Understanding the ratio of own strengths and difficulties | 46.88889 | 114.6321 | 10.70664 | 0.533880 | 0.918219 |
| Completing the task by applying one's own efforts | 46.82222 | 114.8425 | 10.71646 | 0.521193 | 0.918547 |
| Interest in the task performance process | 47.27407 | 103.1027 | 10.15395 | 0.756105 | 0.911191 |
| Willingness to perform tasks | 47.60000 | 104.2104 | 10.20835 | 0.756154 | 0.911099 |
| Inspiration from one's own experience of success | 47.05185 | 109.3677 | 10.45790 | 0.552125 | 0.918707 |
| The ability to draw analytical conclusions from one's own experience of failure | 46.70370 | 118.7418 | 10.89687 | 0.380454 | 0.921791 |
| Resistance to stress during task performance | 47.51111 | 108.8721 | 10.43418 | 0.732113 | 0.912350 |
| Initiative in setting the task | 47.42222 | 111.0736 | 10.53915 | 0.667351 | 0.914466 |
| The desire to receive and provide informative feedback during the execution and completion of the task | 47.01482 | 105.1405 | 10.25381 | 0.684451 | 0.914004 |



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| | | | | | |
|---|---|---|---|---|---|
| Willingness to learn new knowledge and skills to perform the task | 47.06667 | 105.9289 | 10.29218 | 0.725701 | 0.912212 |
| A sense of vocation for setting and completing tasks | 47.49630 | 109.6574 | 10.47174 | 0.728530 | 0.912643 |

*Table 2*

**Results of intercorrelation of statements of the scale of Motivationess (p < ,001)**

| Indicators of motivationess | Var1 | Var2 | Var3 | Var4 | Var5 | Var6 | Var7 | Var8 | Var9 | Var10 | Var11 | Var13 | Var14 | Var15 | Var16 | Var17 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Var1 | 1.00 | | | | | | | | | | | | | | | |
| Var2 | **0.39** | 1.00 | | | | | | | | | | | | | | |
| Var3 | **0.42** | **0.44** | 1.00 | | | | | | | | | | | | | |
| Var4 | **0.41** | 0.24 | **0.69** | 1.00 | | | | | | | | | | | | |
| Var5 | **0.43** | **0.35** | **0.34** | **0.37** | 1.00 | | | | | | | | | | | |
| Var6 | **0.30** | 0.19 | **0.34** | **0.50** | **0.33** | 1.00 | | | | | | | | | | |
| Var7 | **0.60** | 0.15 | **0.49** | **0.59** | **0.43** | **0.39** | 1.00 | | | | | | | | | |
| Var8 | **0.54** | **0.30** | **0.51** | **0.72** | **0.38** | **0.37** | **0.78** | 1.00 | | | | | | | | |
| Var9 | **0.45** | 0.06 | **0.39** | **0.35** | 0.23 | **0.30** | **0.54** | **0.51** | 1.00 | | | | | | | |
| Var10 | **0.40** | **0.32** | **0.39** | **0.30** | 0.26 | 0.23 | 0.27 | 0.14 | 0.21 | 1.00 | | | | | | |
| Var11 | **0.62** | **0.32** | **0.57** | **0.59** | **0.52** | **0.44** | **0.57** | **0.52** | **0.28** | **0.43** | 1.00 | | | | | |
| Var12 | **0.48** | 0.27 | **0.46** | **0.42** | **0.35** | **0.48** | **0.55** | **0.46** | **0.51** | 0.18 | **0.54** | 1.00 | | | | |
| Var13 | **0.40** | **0.32** | **0.49** | **0.34** | **0.48** | **0.39** | **0.56** | **0.50** | **0.48** | **0.29** | **0.53** | **0.60** | 1.00 | | | |
| Var14 | **0.50** | **0.38** | **0.54** | **0.48** | **0.33** | **0.37** | **0.56** | **0.65** | **0.52** | 0.25 | **0.53** | **0.47** | **0.61** | 1.00 | | |
| Var15 | 0.51 | 0.39 | **0.38** | **0.57** | **0.44** | **0.44** | **0.58** | **0.67** | **0.37** | 0.19 | **0.62** | **0.56** | **0.53** | **0.65** | 1.00 | |
| Var16 | 0.73 | 0.48 | 0.74 | 0.74 | 0.59 | 0.57 | 0.78 | 0.78 | 0.62 | 0.45 | 0.77 | 0.72 | 0.73 | 0.76 | 0.76 | 1.00 |

Var1. Confidence in one's own capabilities. Var 2. Realistic goal formulation. Var 3. A clearly defined sequence of actions. Var 4. Effective self-organization of time. Var 5. Understanding the ratio of own strengths and difficulties. Var 6. Completing the task by applying one's own efforts. Var 7. Interest in the task performance process. Var 8. Willingness to perform tasks. Var 9. Inspiration from one's own experience of success. Var 10. The ability to draw analytical conclusions from one's own experience of failure. Var 11. Resistance to stress during the task. Var 12. Initiative in setting the task. Var 13. Strive to receive and provide informative feedback during the execution and completion of the task. Var 14. Willingness to learn new knowledge and skills to perform the task. Var 15. A sense of vocation for setting and completing tasks. Var 16. General level of motivation.

The classification analysis showed that low, medium, and high levels of motivationess were correctly determined by 90%, 100%, and 100%, respectively (Table 3).

*Table 3*

**The results of the classification analysis of the general level of motivationess**

Classification Matrix
Rows: Observed classifications Columns: Predicted classifications

| | Percent - Correct | G_1:1 - p=,07407 | G_2:2 - p=,77037 | G_3:3 - p=,15556 |
|---|---|---|---|---|
| G_1:1 | 90.0000 | 9 | 1 | 0 |
| G_2:2 | 100.0000 | 0 | 104 | 0 |
| G_3:3 | 100.0000 | 0 | 0 | 21 |
| Total | 99.2593 | 9 | 105 | 21 |

levels of motivationess: G1:1 – high level, G2:2 – medium level, G3:3 – low level

The results of the multifactorial analysis made it possible to determine the structure of motivationess (Table 4). It was found that the structure of motivationess is two-factor, cumulative multi-factor analysis explained 59% of the variance of the data in the group, which is not a high level, but sufficiently comprehensive. Four statements are included in the structure of motivationess at a significance level of 0.52-0.54, which is less than the acceptable significance level of 0.7, while sufficient for the weight of the indicator.

*Table 4*

**The results of a multifactorial analysis of the structure of indicators of person motivationess (Штепа, 2024)**

| Indicators of motivation | Factor Loadings (Varimax normalized) Extraction: Principal components (Marked loadings are >,70) | |
|---|---|---|
| | Factor – 1 (51%) | Factor – 2 (8%) |
| Confidence in one's own capabilities | **0.542342** | 0.498283 |
| Realistic goal formulation | 0.082813 | **0.762314** |



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| | | |
|---|---|---|
| A clearly defined sequence of actions | 0.512084 | **0.548281** |
| Effective self-organization of time | **0.664472** | 0.343165 |
| Understanding the ratio of own strengths and difficulties | 0.373452 | **0.526393** |
| Completing the task by applying one's own efforts | **0.526091** | 0.253559 |
| Interest in the task performance process | **0.832772** | 0.171426 |
| Willingness to perform tasks | **0.834553** | 0.169599 |
| Inspiration from one's own experience of success | **0.741282** | -0.042923 |
| The ability to draw analytical conclusions from one's own experience of failure | 0.065551 | **0.725002** |
| Resistance to stress during task performance | 0.560152 | **0.591085** |
| Initiative in setting the task | **0.707071** | 0.222946 |
| The desire to receive and provide informative feedback during the execution and completion of the task | 0.646246 | 0.349911 |
| Willingness to learn new knowledge and skills to perform the task | **0.711592** | 0.313941 |
| A sense of vocation for setting and completing tasks | **0.709454** | 0.333595 |
| General level of motivation | 0.839586 | 0.533588 |

It is appropriate to comment that 1/3 of the indicators of motivationess refer to the second factor, which, in general, characterizes the productive, static side of motivationess – definition of the goal and algorithm of actions, conclusions as a statement of what has been achieved; 2/3 of the indicators of motivationess are the characteristics of the process, dynamics – desire, inspiration, interest, time allocation for the task (Шtепа, 2024). Such results prompted us to clarify the specifics of the manifestations of motivationess according to the t-test (Fig. 3).

In the group of subjects, 11% had a low level of motivationess and 9% had a high level of motivationess. The analysis of differences between individuals with a high and low level of motivation was carried out, both for each of the indicators of motivationess and for the subscales of "dynamic» and «static», in which indicators of motivationess were separated according to the data of multivariate analysis. All differences were significant ($p < .01$). In our opinion, the results of the comparative analysis revealed very interesting features of (lack of) motiva-

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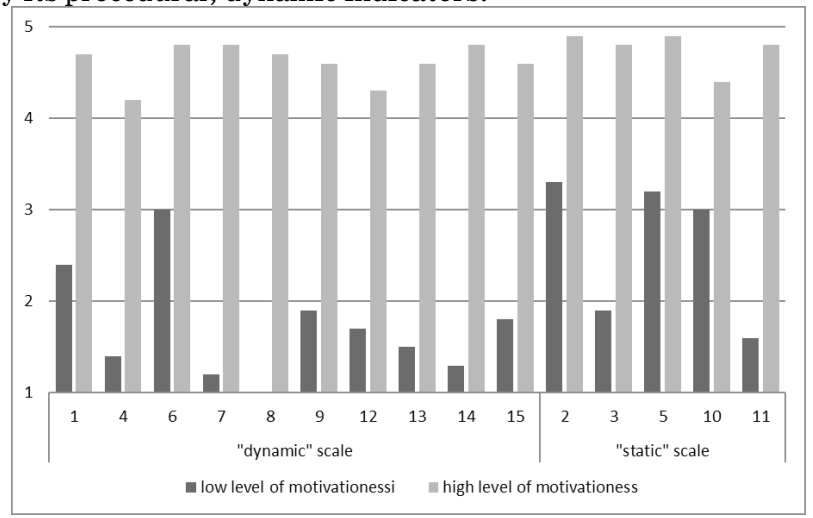
tioness, namely: a higher level of motivationess is characterized by its procedural, dynamic indicators.




Var1. Confidence in one's own capabilities. Var 2. Realistic goal formulation. Var 3. A clearly defined sequence of actions. Var 4. Effective self-organization of time. Var 5. Understanding the ratio of own strengths and difficulties. Var 6. Completing the task by applying one's own efforts. Var 7. Interest in the task performance process. Var 8. Willingness to perform tasks. Var 9. Inspiration from one's own experience of success. Var 10. The ability to draw analytical conclusions from one's own experience of failure. Var 11. Resistance to stress during the task. Var 12. Initiative in setting the task. Var 13. Strive to receive and provide informative feedback during the execution and completion of the task. Var 14. Willingness to learn new knowledge and skills to perform the task. Var 15. A sense of vocation for setting and completing tasks

*Fig. 3.* Histogram of differences according to indicators of motivationess in persons with different levels of motivationess (according to t-test data, $p < .01$)

The obtained results of the comparative analysis prompted us to be convinced of the existence of types of motivationess, therefore a cluster analysis was implemented. The k-means method showed the correctness of distinguishing exactly two types of motivationess – low (66 people) and high (69 people). (Fig. 4). Cluster analysis showed that the type of motivation is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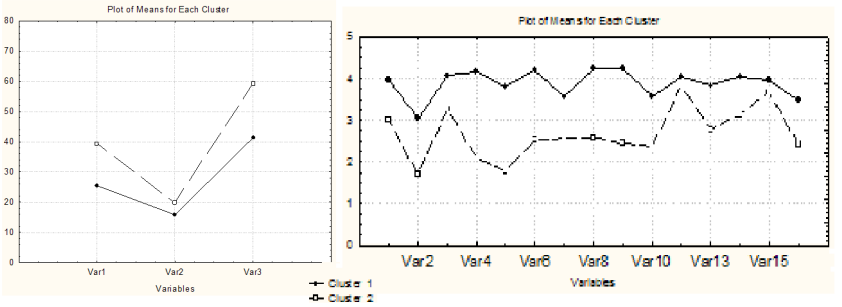
determined by its dynamic indicators. High-type motivationess is characterized by the following excesses: a low level of «Ability to draw analytical conclusions from one's own experience of failure», while a high level of «Effective self-organization of time». Low-type motivationess is characterized by the following excesses: a low level of «Understanding the ratio of one's own strengths and difficulties», while at the same time a high level of «Clearly defined sequence of actions».




Cluster 1 – profile of low level of motivation, Cluster 2 – profile of high level of motivation. Left: Var 1 – "dynamism" scale, Var 2 – "static" scale, Var 3 – general level of motivation, Right: Var1. Confidence in one's own capabilities. Var 2. Realistic goal formulation. Var 3. A clearly defined sequence of actions. Var 4. Effective self-organization of time. Var 5. Understanding the ratio of own strengths and difficulties. Var 6. Completing the task by applying one's own efforts. Var 7. Interest in the task performance process. Var 8. Willingness to perform tasks. Var 9. Inspiration from one's own experience of success. Var 10. The ability to draw analytical conclusions from one's own experience of failure. Var 11. Resistance to stress during the task. Var 12. Initiative in setting the task. Var 13. Strive to receive and provide informative feedback during the execution and completion of the task. Var 14. Willingness to learn new knowledge and skills to perform the task. Var 15. A sense of vocation for setting and completing tasks.

*Fig. 4*. Profiles of two types of motivationess

To describe the proportionality of the phenomenon of motivationess with the phenomena of motivation, manifestations of dynamic and static psychological states, a correlation analysis was carried out, the main results of which are included in the tables 5, 6. Only significant data were included in the correlation analysis results tables.

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*Table 5*

**The results of the correlation analysis regarding the proportionality of motivationess indicators with motives (p < .001) (Штепа, 2024, supplemented)**

| Indicators of motivationess | Components of the motivational structure | | Motivational values | | Activity (operational characteristics of life tasks) | Reserve motivation | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | The motive of self-respect | The motive for assessing one's own potential | Hedonism Achievement | Hedonism Achievement | | Motive of creativity | Motive of self-understanding | Motive of independence | Motive of information search | Motive of cooperation | Motive of helping others |
| **Var1** | 0.22 | 0.19 | 0.22 | 0.19 | **0.28** | **0.33** | 0.25 | 0.24 | 0.24 | 0.12 | **0.33** |
| **Var2** | 0.14 | 0.01 | 0.14 | 0.01 | 0.17 | 0.23 | **0.23** | **0.23** | 0.20 | 0.14 | 0.23 |
| **Var3** | **0.23** | 0.13 | **0.23** | 0.13 | 0.22 | **0.27** | 0.21 | **0.30** | 0.26 | 0.20 | **0.27** |
| **Var4** | 0.22 | 0.20 | 0.22 | 0.20 | 0.19 | **0.28** | 0.17 | 0.25 | **0.31** | 0.24 | **0.28** |
| **Var5** | 0.06 | 0.13 | 0.06 | 0.13 | 0.20 | **0.26** | 0.15 | 0.14 | 0.14 | 0.13 | **0.26** |
| **Var6** | 0.08 | -0.02 | 0.08 | -0.02 | 0.07 | 0.20 | 0.10 | **0.24** | 0.18 | **0.26** | 0.20 |
| **Var7** | **0.22** | **0.25** | **0.22** | **0.25** | 0.17 | **0.31** | **0.33** | **0.30** | **0.27** | 0.08 | **0.31** |
| **Var8** | 0.17 | 0.21 | 0.17 | 0.21 | 0.22 | **0.34** | 0.25 | **0.33** | **0.29** | 0.21 | **0.34** |
| **Var9** | 0.12 | 0.07 | 0.12 | 0.07 | 0.19 | 0.15 | 0.12 | **0.25** | 0.13 | 0.11 | 0.15 |
| **Var10** | 0.14 | 0.00 | 0.14 | 0.00 | 0.20 | 0.13 | 0.22 | 0.16 | 0.20 | 0.06 | 0.13 |
| **Var11** | **0.27** | 0.02 | **0.27** | 0.20 | 0.07 | **0.35** | 0.27 | **0.27** | **0.31** | **0.33** | **0.35** |
| **Var12** | **0.29** | 0.14 | **0.29** | 0.14 | **0.28** | 0.18 | 0.20 | **0.26** | **0.22** | **0.29** | 0.18 |
| **Var13** | **0.25** | 0.16 | **0.25** | 0.16 | 0.19 | 0.24 | **0.30** | 0.19 | 0.18 | 0.19 | 0.24 |
| **Var14** | **0.25** | 0.19 | **0.25** | 0.19 | **0.32** | **0.30** | **0.34** | **0.34** | 0.25 | 0.23 | **0.30** |
| **Var15** | 0.22 | **0.25** | 0.22 | **0.25** | **0.30** | **0.41** | **0.35** | **0.32** | **0.31** | **0.26** | **0.41** |
| **Var 16** | 0.26 | 0.21 | **0.28** | 0.21 | **0.31** | **0.38** | **0.34** | **0.37** | **0.34** | **0.27** | 0.38 |

Var1. Confidence in one's own capabilities. Var 2. Realistic goal formulation. Var 3. A clearly defined sequence of actions. Var 4. Effective self-organization of time. Var 5. Understanding the ratio of own strengths and difficulties. Var 6. Completing the task by applying one's own efforts. Var 7. Interest in the task performance process. Var 8. Willingness to perform tasks. Var 9. Inspiration from one's own experience of success. Var 10. The ability to draw analytical conclusions from one's own experience of failure. Var 11. Resistance to stress during the task. Var 12. Initiative in setting the task. Var 13. Strive to receive and provide informative feedback during the execution and completion of the task. Var 14. Willingness to learn new knowledge and skills to perform the task. Var 15. A sense of vocation for setting and completing tasks. Var 16. General level of motivation.



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Analysis of the relationship between indicators of motivationess and motives and motivational values showed that the level of stratification is not high (r=0.31–0.38). In our opinion, on the one hand, such facts testify in favor of a good expression of indicators of motivationess; on the other hand, the non-identity of motivation as a goal-oriented process and motivation as a psychodynamic motivational phenomenon was expediently highlighted. At the same time, the obtained results emphasize motivation through the motivational thesaurus of achievements, satisfaction, pleasantness, activation in connection with the assessment of one's own potential, the desire and intention to understand one's own capabilities, a sense of self-respect, following one's own principles; independence, self-discovery, creativity, cooperation with others. The greatest number of connections with motives are formed by indicators of motivationess, such as "Interest in the process of completing the task", "Willingness to learn new knowledge and skills to complete the task", "Feeling of vocation for setting and completing the task". The results of the study indicated that it is not appropriate to reduce motivationess to activity, fullness of strength, and intentions as a measure of life tasks. At the same time, such manifestations of motivationess as "Willingness to learn new knowledge and skills to perform the task" and "Feeling of calling for setting and performing the task" are most closely related to activity as fullness of strength.

The table 6 contains the results of the correlation analysis, chosen for their significance, regarding the proportionality of motivationess with manifestations of dynamic and static psychological states. Among the dynamic states, we included psychological resourcefulness, psychological well-being, hardiness, such indicators of the meaningfulness of life as the process and effectiveness of life; to static ones – existential feasibility, psychological capital, such indicators of meaningfulness of life as the locus of self-control and locus of life control.



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*Table 6*

**The results of the correlation analysis regarding the proportionality of motivationess with manifestations of dynamic and static psychological states (p < .001) (Штепа, 2024, supplemented)**

| Indicators of motivation | Psychological resourcefulness | | | | Psychological well-being | | Hardiness | Meaningfulness | | of life | | Existential fulfillment | Psychological capital |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Resource "faith in goodness" | The "pursuit of wisdom" resource | Ability to update own resources | General resourceful level | Self-acceptance | General level of psychological well-being | | The process of life | Productivity of life | The locus of control is the self | Locus-control-life | | |
| Var1 | **0.37** | **0.35** | **0.34** | **0.57** | **0.28** | **0.34** | 0.21 | **0.28** | **0.31** | **0.36** | **0.34** | **0.46** | 0.19 |
| Var2 | **0.32** | 0.19 | **0.31** | **0.42** | 0.19 | 0.23 | 0.13 | 0.15 | 0.14 | 0.19 | 0.24 | **0.41** | 0.17 |
| Var3 | **0.43** | **0.38** | **0.48** | **0.65** | **0.37** | **0.38** | 0.12 | **0.28** | 0.24 | **0.29** | **0.30** | **0.51** | **0.22** |
| Var4 | **0.32** | 0.21 | **0.40** | **0.53** | **0.37** | **0.31** | **0.29** | **0.29** | **0.28** | **0.26** | **0.28** | **0.45** | 0.14 |
| Var5 | **0.31** | 0.18 | **0.38** | **0.49** | **0.30** | **0.34** | -0.01 | 0.23 | 0.22 | **0.33** | 0.24 | **0.43** | **0.23** |
| Var6 | **0.37** | 0.10 | **0.30** | **0.40** | **0.30** | **0.30** | 0.15 | 0.24 | **0.29** | 0.23 | **0.29** | **0.37** | **0.25** |
| Var7 | **0.37** | **0.34** | **0.49** | **0.61** | **0.33** | **0.32** | 0.11 | 0.25 | **0.37** | **0.35** | **0.34** | **0.44** | 0.18 |
| Var8 | **0.36** | **0.30** | **0.40** | **0.55** | **0.40** | **0.35** | **0.26** | **0.27** | **0.38** | **0.30** | **0.29** | **0.46** | 0.16 |
| Var9 | 0.23 | **0.40** | 0.27 | **0.41** | **0.32** | **0.35** | 0.10 | 0.17 | 0.11 | 0.19 | 0.20 | **0.37** | 0.09 |
| Var10 | **0.32** | 0.27 | **0.41** | **0.40** | 0.05 | 0.11 | 0.17 | 0.20 | 0.16 | 0.22 | **0.28** | 0.24 | 0.04 |
| Var11 | **0.45** | **0.28** | **0.41** | **0.59** | **0.32** | **0.38** | 0.13 | **0.34** | **0.38** | **0.37** | **0.32** | **0.47** | 0.20 |
| Var12 | **0.32** | **0.39** | **0.41** | **0.60** | **0.31** | **0.33** | 0.19 | 0.19 | 0.19 | **0.25** | 0.23 | 0.10 | 0.13 |
| Var13 | **0.37** | **0.39** | **0.40** | **0.61** | 0.20 | **0.29** | 0.08 | 0.15 | **0.29** | **0.26** | 0.21 | **0.50** | 0.20 |
| Var14 | **0.52** | **0.34** | 0.24 | **0.56** | **0.35** | **0.39** | 0.18 | **0.29** | **0.33** | **0.26** | **0.28** | **0.43** | 0.19 |
| Var15 | **0.50** | **0.33** | **0.30** | **0.60** | **0.31** | **0.35** | **0.24** | 0.26 | 0.26 | **0.28** | 0.25 | **0.45** | 0.19 |
| Var16 | **0.54** | **0.45** | **0.54** | 0.79 | 0.43 | 0.48 | 0.23 | 0.36 | 0.39 | 0.41 | 0.40 | 0.50 | 0.24 |

dynamic states, static states

Var1. Confidence in one's own capabilities. Var 2. Realistic goal formulation. Var 3. A clearly defined sequence of actions. Var 4. Effective self-organization of time. Var 5. Understanding the ratio of own strengths and difficulties. Var 6. Completing



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the task by applying one's own efforts. Var 7. Interest in the task performance process. Var 8. Willingness to perform tasks. Var 9. Inspiration from one's own experience of success. Var 10. The ability to draw analytical conclusions from one's own experience of failure. Var 11. Resistance to stress during the task. Var 12. Initiative in setting the task. Var 13. Strive to receive and provide informative feedback during the execution and completion of the task. Var 14. Willingness to learn new knowledge and skills to perform the task. Var 15. A sense of vocation for setting and completing tasks. Var 16. General level of motivation.

In our opinion, it is more appropriate to comment on the results of the correlation analysis regarding the proportionality of motivationess with the manifestations of dynamic and static psychological states from the point of view of the semantic value of the revealed connections. In particular, motivationess is to a small extent revealed through such motivational practices as resistance and facing difficulties. Thanks to motivationess, difficulties are more quickly de-problematized by a person than preserved through distancing.

Regarding dynamic states, motivationess is revealed to a greater extent through psychological well-being and psychological resourcefulness than through vitality. In turn, this indicates that motivation expresses the ability of a person to operate with his capabilities and competencies to coordinate the timeliness and volume of his efforts, necessary for the effectiveness of actions. This is probably achieved due to self-acceptance as a person's ability to realistically state his strengths and weaknesses. We consider the connections of motivationess with self-acceptance, existential feasibility, and the ability of a person to renew his resources, in particular, the resources of the pursuit of wisdom and faith in goodness, as empirical arguments for determining the state of motivationess as an empirical description of inspiration.

We see a static mode of motivationess in a balanced locus of control of the Self and life, while the locus of control of the Self is more expressive. The static nature of motivationess as a psychological phenomenon is revealed to a greater extent not through psychological capital as a state of possessing resources,

but through existential feasibility as authenticity, and internal consistency in the relationship between the individual's intentions and lived life experience. In our opinion, motivationess can be characterized as a motivational state of existential discourse.

At the same time, the results of the cluster analysis using the dendrogram method made certain clarifications in our previous interpretation of the findings of the dynamics and statics of the phenomenon of motivationess. (Fig. 5). Clustering according to the general indicators of the dynamic and static psychological states we have indicated interpretatively revealed that motivationess belongs to the same cluster as psychological capital, as well as psychological resourcefulness and hardiness.

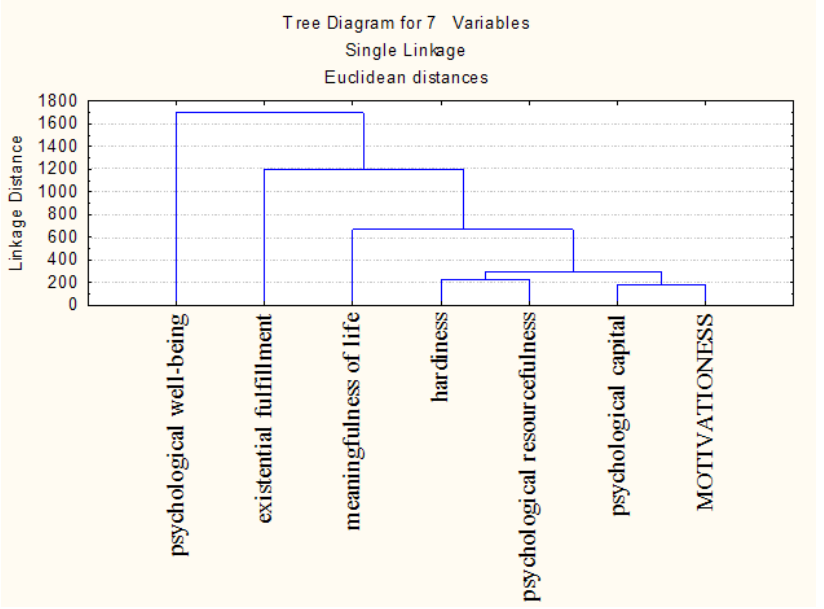


*Fig. 5.* Dendrogram of the results of cluster analysis of motivationess as a psychological state (Штепа, 2024)

We tend to interpret the cluster analysis data as a macro-level expression of the state of motivationess: the fact that mo-


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tivation is included in one cluster with psychological capital, which is defined as a resource state (Luthans et. all, 2007), as well as with psychological resourcefulness and hardiness, which characterize a person's ability to operate with his own resources and interact with life conditions (Штепа, 2024), gives reasons to consider motivation as a dynamic state.

Since, according to the results of the empirical analysis, motivationess was shown as a motivational state of existential discourse, we decided that it would be inappropriate to retest the Motivationess scale, because unlike even "flexible" personality traits (Vylobkova V, & Heintz, 2023:2), the existence of a dynamic state ends relatively solving a certain (life) task (Як будувати власне майбутнє..., 2012:6) and therefore is not given to reproduction a second time. That is why we paid more attention to the empirical argumentation of motivation due to its characterization of the manifestations of dynamic and static psychological states.

Based on the results of the empirical research, the construction of the Motivationess scale was completed, namely: the reliability of the psychodiagnostic methodology was substantiated with the help of mathematical and statistical analysis methods; two subscales are distinguished – static and dynamic; for the convenience of calculations, questions on two subscales are grouped in the answer sheet. The completed version of the Motivationess scale with the calculation of results and normalized data is presented in the appendix to this article.

The results of the empirical study allowed us to specify the characteristics of motivationess. In our opinion, motivationess is a dynamic motivational state of existential discourse, which is actualized to a certain life task, is manifested in the ability of an individual to correlate his resources with the challenges of life conditions in a dialogic interaction, and is experienced by him as inspiration. The derivation of the state of motivationess in the existential dimension means that a person does not find himself in this state, but decides to be, is actualized in it,



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that is, allows himself to be in motivationess. As a condition of a person's ability to allow himself to be in motivationess, we consider his beliefs about free will. We consider human free will according to the results of Feldman's experiment (Feldman, 2014) as a person's assumption about his reflexive ability to transform the nature of the connection between the events of his past and future as a result of changing his actions.

## Conclusion

The purpose of the study was to establish empirical descriptors of the state of motivationess. The empirical tasks were to determine indicators of motivationess, substantiation of motivation as a motivational state, to present the results of approbation of the psychodiagnostic scale of Motivationess.

In the method of reflective self-report and qualitative analysis, the following indicators of motivation were determined: confidence in one's abilities, realistic goal formulation, a clearly defined sequence of actions, effective self-organization of time, understanding of the ratio of one's strengths and difficulties, performing the task by applying one's efforts, interest in the process of completing the task, desire perform tasks, inspiration from one's own experience of success, the ability to draw analytical conclusions from one's own experience of failures, resistance to stress during task performance, proactiveness in task setting, the desire to receive and provide informative feedback during task execution and completion, readiness to learn new knowledge and the ability to perform the task, the feeling of calling for setting and performing the task. With the help of multifactorial analysis, it is shown that indicators of motivationess have a two-factor structure, and it is appropriate to characterize motivationess in terms of its static and dynamic manifestation. Two types of low and high levels of motivationess are substantiated.

The substantiation of motivationess as a motivational state is implemented through empirical correlation with manifestations of dynamic and static psychological states. Dynamic states


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include psychological resourcefulness, psychological well-being, and hardiness, such indicators of the meaning of life as the process and effectiveness of life; to static ones – existential feasibility, psychological capital, such indicators of meaningfulness of life as the locus of self-control and locus of life control. Based on the clustering of motivation and indicators of dynamic and static states, motivation is defined as a dynamic motivational state of existential discourse.

Motivationess is characterized by us as a dynamic motivational state of existential discourse, which is actualized to a certain life task, is manifested in the ability of an individual to correlate his resources with the challenges of life conditions in a dialogic interaction and is experienced by him as inspiration. The motivationess scale received the necessary indicators of its reliability and correlation data with other motivational indicators, which highlighted the phenomenon of motivationess to motives, motivational values, and activity.

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## Appendix

### SCALE OF MOTIVATIONESS

Instructions: On a scale from 1 (not at all appropriate) to 5 (extremely appropriate), rate each statement regarding the task you perform

| | | | | | |
|---|---|---|---|---|---|
| 1. Confidence in one's own capabilities* | 1 | 2 | 3 | 4 | 5 |
| 2. Effective self-organization of time | 1 | 2 | 3 | 4 | 5 |
| 3. Completing the task by applying one's own efforts | 1 | 2 | 3 | 4 | 5 |
| 4. Interest in the task performance process | 1 | 2 | 3 | 4 | 5 |
| 5. Willingness to perform tasks | 1 | 2 | 3 | 4 | 5 |
| 6. Inspiration from one's own experience of success | 1 | 2 | 3 | 4 | 5 |
| 7. Initiative in setting the task | 1 | 2 | 3 | 4 | 5 |



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| | | | | | |
|---|---|---|---|---|---|
| 8. Efforts to receive and provide informative feedback during the execution and completion of the task | 1 | 2 | 3 | 4 | 5 |
| 9. Willingness to learn new knowledge and skills to perform the task | 1 | 2 | 3 | 4 | 5 |
| 10. A sense of vocation for setting and completing tasks | 1 | 2 | 3 | 4 | 5 |
| 11. Realistic goal formulation | 1 | 2 | 3 | 4 | 5 |
| 12. A clearly defined sequence of actions | 1 | 2 | 3 | 4 | 5 |
| 13. Understanding the ratio of own strengths and difficulties | 1 | 2 | 3 | 4 | 5 |
| 14. The ability to draw analytical conclusions from one's own experience of failure | 1 | 2 | 3 | 4 | 5 |
| 15. Resistance to stress during task performance | 1 | 2 | 3 | 4 | 5 |

*the text of the Motivation scale is a presentation version of the translation

Calculation of the results: to determine the generalized indicators of motivation - dynamism and static - the sum of the points on the relevant scales should be calculated in accordance with the key. In the psychological interpretation, it is advisable to include both data on individual indicators of motivationess and generalized data on the ratio of dynamic and static indicators.

Key

| Name of the scale | No. of statement | Normalized distribution of scale points by levels |
|---|---|---|
| Scale of "dynamism" | 1 – 10 | 0 – 50 high level<br>22 – 41 medium level<br>42 – 21 low level |
| The "static" scale | 11 – 15 | 23 – 25 high level<br>7 – 22 middle level<br>0 – 6 low level |
| General level of motivation | 1 – 15 | 65 – 76 high level<br>51 – 64 trend to a high level<br>37 – 50 tend to a low level<br>0 – 36 low level |

***Штепа Олена. Шкала «Умотивованість»: емпірична характеристика феномену і презентація методики.***

***Мета*** *дослідження полягає у встановленні емпіричних дескрипторів стану умотивованості.*

***Методи.*** *Дослідження реалізовано за моделлю Нельсона, яка передбачає змогу визначення сутності проблеми за наявних умов. В емпіричному дослідженні було застосовано такі методики, як опитувальник структури мотивації, шкала екзистенційної здійсненності Ленге і Орглера, опитувальник мотиваційних цінностей Шварца, методика Психологічний капітал Лутанса, опитувальник психологічного благополуччя Ріфф, опитувальник життєвих завдань особистості (лабораторія соціальної психології особистості проф. Титаренко), опитувальник резервної мотивації Штепа, опитувальник психологічної ресурсності Штепа, методика осмисленості життя (адаптаційна версія опитувальника Крамбо і Махоліка), опитувальник життєстійкості Мадді. Застосовано такі методи математико-статистичного аналізу: багатофакторнй, кластерний, кореляційний, порівняльний, класифікаційний аналіз.*

***Результати дослідження*** *полягають у з'ясуванні розуміння співвідношення власних сил і труднощів, виконання завдання докладанням саме власних зусиль, зацікавленість процесом виконання завдання, бажання виконувати завдання, натхненність власним досвідом успіху, уміння робити аналітичні висновки з власного досвіду невдач, опірність до стресів під час виконання завдання, ініціативність у постановці завдання, прагнення отримувати і надавати інформативний зворотній зв'язок під час виконання і завершення завдання, готовність набувати нових знань і умінь для виконання завдання, чуття покликання за постановки та виконання завдання. Cronbach alpha для тверджень шкали Умотивованість є у межах 0,91–0,92. Значення інтеркореляцій показників умотивованості становить 0,30–0,78 (p < ,001). Класифікаційний аналіз показав, що низький, середній, високий рівні умотивованості коректно визначено на 90%, 100%, 100% відповідно. Структура умотивованості є двофакторною, кумулятивно-багатофакторний аналіз пояснив 59% дисперсії даних у групі. Вищий рівень умотивованості характеризується її процесуальними, динамічними показниками. Метод k-середніх показав коректність виокремлення двох типів умотивованості –*



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*низький і високий; тип умотивованості визначається її динамічними показниками.*

***Висновки:*** *умотивованість нами схарактеризовано як динамічний мотиваційний стан екзистенційного дискурсу, що актуалізується відносно певної життєвої задачі, виявляється у здатності особистості співвіднести в діалогічній взаємодії власні ресурси з викликами життєвих умов і проживається нею, як натхнення.*

***Ключові слова:*** *умотивованість, мотиваційний стан, шкала Умотивованості, статичність, динамічність, типи умотивованості, натхнення.*

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