

Self Determination Theory (SDT)

Self-Determination Theory (SDT) is a theory of motivation that helps to explain human behavior within a framework of psychological needs satisfaction. The three psychological needs are relatedness, autonomy, and competence. Ways to support each need are listed below:

Relatedness

- Acknowledge & express interest in perspectives, feelings, conflicts
- Empathically respond
- Be respectful & convey caring

Autonomy

- Treat people as responsible agents
- Recognize they have the power to choose within reasonable limitations
- Provide options

Competence

- Provide concrete instructions & rationale for recommendations
- Partner with person to problem-solve re: obstacles

Most Importantly: Believe in people's innate drive towards growth and health

SDT

Do's & Don'ts



DO listen,
connect,
and
validate



DON'T
argue,
ignore,
lecture



DO ask
questions,
ask
permission



DON'T
just fire off
facts and
stats



DO reflect
back to
them how
they
describe
their
emotions



DON'T
overly
focus on
perceived
offenses or
ignore
emotions

Challenging Conversations:

Real-world statements from health care workers with concerns about the COVID vaccine and potential SDT based responses.

When they first rolled out, I had a feeling of hope that the vaccines were a solution to the pandemic; we finally had an answer. Now it feels as if the vaccines were rushed and they haven't seemed to work.

Wow, that must have felt like a lot to process at that time. I think a lot of people who initially felt like the vaccine came out very quickly had questions about the safety process. Luckily there were people working on vaccines to this type of virus for years. **Would you like to know more?**

There are emails encouraging people to get the vaccine, but questions about safety and efficacy are not being answered. **Questions get shut down.**

I'm so sorry that you feel that your questions have been shut down; I imagine that is incredibly frustrating. I wonder if I could help answer your questions now? **Is there something specific you are concerned about with the vaccines?**