

**Literature Review on Abraham Maslow and Carl Rogers**

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## **Abstract**

Abraham Maslow is one of the most influential psychologists of the 20<sup>th</sup> century. Born and raised in Brooklyn, Maslow was a person interested in psychology. He is remembered for contributing to modern-day psychology and developing the hierarchy of motivation or needs. The hierarchy of needs developed by Abraham Maslow comprises psychological, security, love and belongingness, esteem, and self-actualization needs. He argued that these needs are fulfilled one after the other from a lower level need to a higher level need. They are very essential as they motivate people to achieve their full potential. Carl Rogers is also a prominent psychologist who played a significant role in developing humanistic psychology. His major contribution to psychology was client-centered therapy, which helps people become better versions of themselves by embracing self-reliance and actualization. The two theorists are remembered to be influential through their humanistic psychology. This assignment will critically discuss the contributions of Abraham Maslow and Carl Rogers in psychology and the similarities and differences between their ideas.

## **Literature Review on Abraham Maslow and Carl Rogers**

### **Abraham Maslow**

Abraham Maslow is one of the most influential psychologists of all time and is remembered for his contribution and development hierarchy of needs to explain human motivation. Abraham Maslow was born on April 1, 1908, in Brooklyn, New York, in the United States. He studied law at the City College of New York (CCNY). However, he had an undying interest in psychology, which directed him to switch to the University of Wisconsin. At the University of Wisconsin, Abraham Maslow found his mentor in psychologist Harry Harlow (Altymurat et al., 2020). He acquired his degrees from the University of Wisconsin, which were bachelor's, master's, and doctorate degrees. His ideas on humanistic psychology gained momentum in the 20<sup>th</sup> century and focused on individuals' innate drive to self-actualize and eventually achieve their full potential. During his career journey, Maslow was not happy with the dominant forces of psychology that existed at his time, which were behavioral and

psychoanalysis psychology. He believed these types of psychology had shortcomings, which triggered Abraham Maslow to develop Maslow's Hierarchy of Needs which acts as theories of motivation.

### **Abraham Maslow's Hierarchy of Needs**

It is a motivational theory in psychology that was developed to show how human needs are described in a hierarchy.

#### **Psychological Needs**

These comprise the basic and biological needs for human survival. This includes food, air, drink, shelter, warmth, and sleep. These are the basic human survival requirements; if the needs are not, human bodies may not function optimally (Hopper, 2020). Nobody can skip to these needs to fulfill other higher-ranking needs before meeting and satisfying them. According to Abraham Maslow, psychological needs should be met before a person considers different needs.

#### **Safety Needs**

People need safety and control over their lives. People require protection in their lives with maximum security, order, law, and freedom from fear. For example, employees get motivated when they work in different organizations. Employees feel more comfortable in jobs where their security and well-being are guaranteed.

#### **Love and Belongingness Needs**

It is the nature of every human being after the fulfillment of the psychological and safety needs to pursue love and belongingness. It refers to the interpersonal relationship between individuals, which motivates behavior. This needs category includes intimacy, acceptance, approval, love and affection, trust, and friendship. For example, employees are motivated in a

workplace if they have good relationships with top management. If employees are motivated through love and recognition in the workplace, it encourages them to work hard.

### **Esteem Needs**

At this level, individuals attain dignity, mastery, achievement, and independence in their lives. It is a level where individuals seek status, pride, prestige, and desire to become people of influence in society. According to Abraham Maslow, the need for respect is significant for young people and helps people boost their self-esteem and dignity.

### **Self-Actualization Needs**

This is the step in life where an individual realizes their full personal potential, seeking personal growth, advanced experiences, and self-fulfillment. This desire and need help individuals become whomever they want in life without limitations after conquering all other needs.

However, the above different needs in the hierarchy were categorized into two broad categories: deficiency and growth (Hopper, 2020). The first four levels of needs in human life are well-known as a deficiency, and the top-level needs are known as the growing needs of being needs. According to Abraham Maslow, deficiency needs arise because of the deprivation or lack of basic things, and they motivate people to meet their demands and needs. For instance, if a need is denied, people become more motivated to fulfill the needs. A good example is when a person goes for a long time without food, they become hungrier and strive to find food to satisfy their need. People should always strive to fulfill the lower-level deficit need before progressing to meet the higher-level growth needs (Hopper, 2020). It is the nature of human beings to ensure that they satisfy their needs step by step until they reach the higher needs in their lives, especially self-actualization needs. The growth needs are unique and never stem from a deficit or lack of something. They result from a desire to improve or grow as an individual.

## **Carl Rogers**

Carl Rogers, just like Abraham Maslow, is a psychologist who is remembered for his contribution to humanistic psychology. He is widely regarded as one of the most influential and imminent thinkers of all time in the field of psychology. Carl Rogers was born in the United States in 1902 in Oak Hill, Illinois. He studied at Wisconsin University, where he attained his first degree and Ph.D—immediately after achieving his Ph.D. degree and worked as an academic in different positions at the University of Chicago, Ohio State University, and the University of Wisconsin. He is remembered for his outstanding contribution to the field of psychology.

## **Client-Centered Therapy**

Client-centered therapy is the significant contribution of Carl Rogers in the field of psychology. It is also known as person-centered therapy or Rogerian therapy. Therapeutic processes show that people can focus on using a humanistic approach whereby a therapist guides a person with mental illness through the process of self-discovery (Joseph, 2021). The client-centered therapy focuses on and strives to maximize an individual's (client's) ability and power to seek solutions with the required support from a professional therapist. The Carl Rogers client-centered therapy is the best humanistic approach that helps individuals support their mental health. It is an excellent way of assisting clients in administering therapy to themselves with a small amount of guidance from a professional therapist. Carl Rogers developed client-centered therapy to criticize the practice of psychoanalysis that existed during the time (Joseph, 2021). According to Rodgers, no person's ideas can be more valid than one's individual experience. The primary reason why Rodgers used the term "client" instead of "patient" was to promote equality during a therapist-client relationship. The client-centered therapy corrects the imbalances and biases in the therapeutic relationship between a patient and therapist. These imbalances in values occur when therapists see themselves as unique to their clients (Joseph, 2021). In his client-centered therapy, Carl Rogers postulated that therapists should have a good relationship with

their clients and help them understand that they have power within the relationship. Therefore, the therapists' work is to help clients know that they can speed their recovery by the knowledge that they possess authority over their lives. It is a type of therapy that helps clients understand that they are experts in their own lives.

The Carl Rodgers client-centered therapy requires therapists to focus more on the client's needs. Therapists should not judge their clients to attain a condition known as unconditional positive regard. It requires therapists to assess and understand how their clients view the world critically. The client-centered therapy does not aim to solve particular problems related to the client but strives to help the clients eliminate the external factors that affect their feelings. The primary goal of this type of therapy is to improve the client's inner power and ability to use self-direction, increase self-awareness, boost the client's self-reliance, and nature their self-esteem. Carl Rogers' client-based therapy requires therapists to have three essential qualities: empathetic understanding, unconditional positive regard, and genuineness.

Empathy is a fundamental quality in client-centered therapy. There should be an excellent, empathetic relationship between a therapist and a client. A good therapist should help clients understand their emotions and focus on self-recovery. Regarding unconditional positive regard, Rogers believed that when a therapist offers conditional support to clients, it creates more problems. Therefore he thought that therapists should focus on creating an unconditional environment to allow clients to feel free and express themselves without fear of judgment. Genuineness refers to the issues of open communication between a therapist and a client. Clients should be free and comfortable sharing their feelings and issues and encourage them to engage in honest and genuine conversations. It is essential to have frank and open communication during client-centered therapy sessions.

Rodgers focused on the idea of self-concept in client-centered therapy. According to Carl Rogers, the idea of self-concept refers to the consistent, organized set of principles and

perceptions people have about themselves. It is an important concept that helps people understand themselves better and the world around them. According to Rogers, self-concept is not always correct because sometimes it does not match reality, and people may see themselves differently from whom they are. However, through the use of person-centered therapy is easier to get genuine support which helps people obtain a more positive view of themselves.

### **Similarities between Abraham Maslow and Carl Rogers**

Abraham Maslow and Carl Rogers are the most prominent humanistic psychologists. They both focused on the potential growth of healthy individuals in different ways. Carl Rogers and Abraham Maslow's theories postulated it works hard to become self-actualized, and their contributions help people better understand themselves (Satt et al., 2021). They emphasized that human beings are driven by self-determination and free will. The two psychologists argue that every individual desires to become their best version. They stressed that every person in the world always desires to develop their inner qualities and ability to develop themselves to achieve their full potential.

### **Differences between Abraham Maslow and Carl Rogers**

However, even though Abraham Maslow and Carl Rogers developed humanistic theories, their ideologies differed significantly. According to Abraham Maslow, people strive and focus on achieving all their needs in order from the lowest to the top level in the hierarchy of needs. On the other hand, Rodgers focuses on the use of self-actualization as the primary motivation of people. Abraham Maslow believed that as people grow old, the higher they climb in the hierarchy of needs. According to Maslow's hierarchy of needs, people get more freedom after achieving the self-actualization needs level (Joseph, 2020).

On the other hand, Rodgers believes that freedom is an integral part of an individual's actualization. Rodgers also thought that for a person to achieve the full potential of self-

actualization, there must be a conducive environment for genuineness, empathy, and unconditional positive regard. According to Rodgers, the decisions people make determine the direction of their personality. According to Maslow's hierarchy of needs, motivation is dependent on one's self, and he believed that the process of self-actualization is a journey that depends on individual goals and objectives. Rogers developed client-centered therapy that strives to help people achieve their full potential by assisting them to understand what they are supposed to do to improve their feelings. It is an excellent method of helping clients and ensuring they live better lives through self-reliance.

## **Conclusion**

Maslow and Carl Rogers played a significant role in developing humanistic psychology. Maslow's hierarchy of needs is widely used worldwide by different people, especially business people, in motivating their employees. It implies that the order of needs is widely applicable in real-life situations as it helps people strive to become better versions of themselves. Carl Rogers' client-based therapy is also helpful in assisting people in getting genuine support which helps them get more positive views of themselves. Therefore, the two theorists contributed to psychology; their ideas help people understand themselves better and strive to reach their full potential.

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