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David McClelland - Wikipedia
McClelland's Human Motivation Theory attempts to explain how the needs for achievement, power, and affiliation affect the actions of people from a managerial context. The person who is motivated by sheer achievement is usually one who will relish in the opportunity to both set and accomplish goals.

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David McClelland's Human Motivation Theory gives you a way of identifying people's motivating drivers. This can then help you to give praise and feedback effectively, assign them suitable tasks, and keep them motivated. Using McClelland's theory in the example above would have helped you structure your feedback for the person.

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