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MOTIVATIONAL PROFILE OF RETIRED COSMONAUTS

**Abstract**

Motivational Profile of Retired Cosmonauts Peter Suedfeld, Department of Psychology, The University of British Columbia, Vancouver, BC Canada. Tel.: +1 604-822-5713

**Purpose:** The motive triad of needs for Achievement, Power, and Affiliation can predict outcomes such as occupational success and satisfaction, innovation, aggressiveness, cooperation, and conformity (McClelland, 1985). It is therefore a likely, but not used, measure for selection and prediction of adaptation to the demands of flying in a space crew. **Methodology:** Winter's (1991) procedure for scoring the three motives from running text was used to analyze autobiographical interviews with 20 retired long-duration male cosmonauts. **Results:** Overall, the cosmonauts mentioned need for Affiliation most often, followed by need for Achievement, with need for Power the least frequently mentioned. Cosmonauts who had spent less than a year in space mentioned need for Achievement significantly more frequently than those who had spent more than a year. Significant changes across pairs of career phases were not observed; however, need for Power increased between reminiscences of one's pre-flight career to those concerning the post-flight period. On the other hand, imagery related to the needs for Achievement and Affiliation decreased. **Conclusions:** The high scores for Affiliation need indicate the importance of selecting compatible teams and fostering friendship and cooperation during training and deployment. A relatively flat hierarchical organization would be harmonious with low Power motivation, but after retirement from flight former space crews should be afforded opportunities for leadership and decision-making. Other implications, and comparisons to other data from space and analogue environments (e.g., polar stations), and other scoring systems, such as that for personal values, will also be discussed. **WORD COUNT EXCLUDING AUTHOR INFORMATION:** 250