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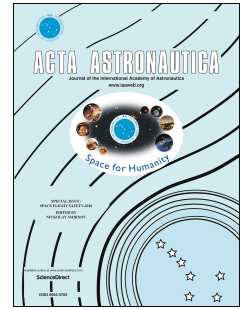
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Motivational Profiles of Retired Cosmonauts

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Abstract

Motivational patterns have been shown to be related to outcomes such as occupational success and satisfaction, innovation, aggressiveness, cooperation, and conformity. They are likely to be important in adaptation to the demands of flying in a space crew. Autobiographical interviews with 20 retired long-duration male cosmonauts were scored for references to three core motives: the needs for Achievement, Power, and Affiliation. Overall, the cosmonauts mentioned need for Affiliation most often, followed by need for Achievement, with need for Power the least frequently mentioned. However, need for Power increased between reminiscences of one's pre-flight career to those concerning the in-flight and post-flight periods. Imagery related to both other needs decreased. 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. Other space-experience and demographic variables, and changes across pairs of career phases, were not significant. The high scores for need for Affiliation 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 the increase during missions indicates a desire for autonomy. After retirement from spaceflight, former space crews should be afforded opportunities for leadership and decision-making to satisfy continuing need for Power. Comparison is made to the same measures applied to a sample of ISS crewmembers, and to the ISS vs. veteran data for 8 cosmonauts who were included in both sets of data.

Acronyms/Abbreviations

Thematic content analysis (TCA), Motive imagery (MI), need for Achievement (nAch), need for Affiliation (nAff), need for Power (nPow), ICE[s] (isolated, confined environment[s]), International Space Station (ISS), Long-term Effects After Prolonged Spaceflight (LEAPS).

1. Introduction

1.1 TCA and MI

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