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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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David Clarence McClelland was an American psychologist, noted for his work on motivation Need Theory. He published a number of works between the 1950s and the 1990s and developed new scoring systems for the Thematic Apperception Test and its descendants. McClelland is credited with developing Achievement Motivation Theory, commonly referred to as "need for achievement" or n-achievement theory. A Review of General Psychology survey published in 2002, ranked McClelland as the 15th most cited psych

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David Clarence McClelland (May 20, 1917 - March 27, 1998) was an American psychologist and Professor of Psychology at Harvard University, noted for his work on motivation need theory.

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