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**Gender Differences in Defining, Pursuing and Obtaining Self-  
Actualization**

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Titulación**

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## **DEDICATORIA**

Dedico este trabajo a todos aquellos que no han tenido la oportunidad de estudiar, investigar y expresar su talento plenamente.

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## RESUMEN

La autorrealización es la tendencia y capacidad inherentemente humana de alcanzar la plena potencialidad personal. El género representa una de las dimensiones psicológicas más determinantes en cuanto a las diferencias individuales, por lo que entender la influencia que puede ejercer sobre la autorrealización es sumamente importante. El propósito del presente estudio es determinar si existe tal relación entre el género y la manera de definir, buscar y en última instancia obtener la autorrealización. El método de encuesta fue elegido para este estudio, consistiendo de cuestionarios que contienen una serie de enunciados que reflejan diferentes formas de autorrealizarse. Se esperan algunas diferencias y similitudes significantes. Específicamente, se espera que los hombres tiendan a mostrar una preferencia por autorrealizarse de maneras que reflejen una preferencia por ocupar posiciones de poder en comparación con mujeres. También se espera ver similitudes en hombres y mujeres en cuanto a la autorrealización por medio de búsquedas espirituales.

**Palabras claves:** *autorrealización, género, motivación, psicología positiva, psicología humanista.*

## ABSTRACT

Self-actualization is an inherent human capacity and tendency best described as the drive to realize one's fullest potential. Gender represents one of the most important psychological dimensions in determining individual differences, which is why understanding how gender may influence self-actualization is of the utmost importance. The purpose of this study is to ascertain if there is in fact a relationship between gender and the way in which people define, pursue and ultimately obtain self-actualization. The survey methodology was chosen for this study, consisting of questionnaires with a series of statements that reflect different ways of self-actualizing. Significant differences and similarities are expected. Specifically, men are expected to show a preference for self-actualizing in ways that reflect a preference for positions of power compared to women. Both men and women are expected to show similar measures of obtainment of self-actualization through spiritual pursuits.

**Key words:** *self-actualization, gender, motivation, positive psychology, humanistic psychology.*



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## INTRODUCTION

The field of psychology was born out of the desire to understand mental phenomena in hopes of curing mental diseases. However, often life's most challenging obstacles relate not to issues of mental health, but to the pursuit of one's potential. Some of the most inspiring stories of human struggle relate not to overcoming depression, or anxiety, but to climbing tall mountains, composing beautiful songs, and creating brilliant inventions.

Self-actualization deals with pursuits that go well beyond the struggles of daily life, such as the pursuit of personal achievement, art, and spirituality, rather than with mental health and psychopathology. This is not to say that people that suffer from certain psychological conditions are necessarily excluded from self-actualization, it simply means that it pertains to the other end of the psychological spectrum, namely positive psychology.

Self-actualization is a term that has been used in slightly distinct ways by different authors. The concept was originally introduced by Kurt Goldstein, which he defined as an organism's tendency to actualize as much as possible, (1995) and later popularized by Abraham Maslow, best known for his hierarchy of need (1943). A central concept in humanistic and positive psychology, self-actualization is best described as the state of achieving one's full potential.

This attainment of full potential is clearly a very subjective matter. It can mean an intellectual, creative or spiritual quest, or something entirely different, depending on the person. There is no single path than can lead everyone to self-actualization. Each person mas determine what it means for him or her. Regardless of the particular pursuit, the motivation remains the same: achieving the pinnacle of human experience.

Being a positive psychology concept at heart, self-actualization describes human behavior at its best, and consequently the attainment of profound personal satisfaction. Self-actualization goes beyond mental illness, as it fundamentally deals with mentally healthy people, and how they obtain that which all human beings ultimately strive for (Compton, 2005). However, self-actualization remains important in addressing certain mental health problems.

A person is unlikely to achieve general wellbeing if their pursuit of self-actualization is unsatisfactory. Likewise, the obtainment of self-actualization is likely to promote psychological wellbeing across a wide spectrum. Rogers supported this view, describing self-actualization as a curative force in psychotherapy (1967). Self-actualization can be thought of as a powerful therapeutic tool.

Understanding why people self-actualize in very different ways is essential to achieving human wellbeing beyond traditional definitions of mental health. Self-actualization is an innate human drive and capacity. As such, it is simultaneously available to all, and essential to everyone. But understanding how individual differences determine differences in defining, pursuing and obtaining self-actualization is fundamental to ensuring that everyone may have the opportunity to achieve it.

Many different psychological characteristics interact with each other and influence a person's definitions of self-actualization. The psychological dimensions of individual differences are almost limitless. People show differences across a range of areas, including aptitudes, intelligence, motivation, personality, self-concept, and many others. These differences are the result of biology, genetics, and socialization, to name just a few factors.

Gender is clearly one of the most important dimensions of individual difference, as it informs human thought, behavior and emotion. Gender differences in cognition, emotional processing and motivation have been researched in the past (Geary, 2009). But

the important question of how these differences inform the way we define, pursue and ultimately obtain self-actualization has yet to be answered.

Considering gender's importance in determining human behavior across many different areas, it is reasonable to hypothesize that gender will influence the way that men and women define, pursue and obtain self-actualization. The purpose of this study is to test this hypothesis by employing a survey that is designed to assess different areas of self-actualization in men and women.

## LITERATURE REVIEW

### Gender

Before broaching the subject of how gender informs differences in self-actualization, it is necessary to fully understand what gender means, as it is easily misconstrued. The term is often used interchangeably with sex in contexts that require a strict classification of maleness and femaleness, such as military and educational institutions.

In the social sciences, the term is defined as a set of characteristics that relate to masculinity and femininity, and differentiate between the two. These characteristics often include a person's biological sex (primary and secondary sex characteristics), particular roles attributed to a person's gender, and a person's gender identity (Udry, 1994).

The use of the term "gender" as distinct from "sex" was introduced by John Money (1955), which he defined in terms of gender roles. These roles, according to Money, are a set of behaviors that identify a person as being either a man or a woman in a society. This may include a person's habits, profession, social patterns, and in general, all other behaviors that are not limited by biological sex.

There are usually only thought to be two distinct genders, male and female, that correspond strictly with biological sex, or more specifically with secondary sex characteristics, but this concept has been challenged at different times in certain cultures. In 2014 India, a country where homosexuality is still considered a crime, legally declared transgender people a third gender (Lakshmi, 2014).

In Western societies, gender tends to follow a stricter definition, as men and women are identified as such by having a specific appearance, wearing a specific type of

clothing, walking in a certain way, and displaying appropriate behaviors. However that is not to say that gender is completely static in Western countries.

Gender is much broader in scope than biological sex, and consequently more useful as a measurable dimension of personality. Understanding that gender is fluid in nature and dependent on social context is important to understanding how it influences self-actualization, without overstating it as determinant.

Whether or not certain male or female characteristics can be considered sexually dimorphic, which is to say, the result of biology and evolution, or sexually monomorphic, specifically, the product of socialization, they may be considered to fall within gender. It is necessary to go beyond the tired nature vs. nurture debate and to understand that behaviors result from the interaction of many different factors, including biology and cultural influences.

### **Self-actualization**

The term was first used by Kurt Goldstein in his 1934 (published in English in 1939 and later republished in 1995) work titled "The Organism: A Holistic Approach to Biology Derived from Pathological Data in Man". Goldstein defined self-actualization as an organism's innate motivation to actualize as much as possible. He was opposed to the classification and pathologization of natural human instincts, as he saw them as emerging from the natural human tendency to self-actualize (Goldstein, 1995).

Goldstein diverged significantly from Freud's psychodynamic approach that focused on unhealthy individuals, and took on a humanistic view of psychology, dealing with the highest motivations of healthy individuals seeking to fulfill their potential. This was in fact, was the main reason for the appearance of humanistic psychology, as it went beyond the limitations of psychoanalysis and behaviorism that predominated in the early 20<sup>th</sup> century (Benjafield, 1996).

Humanistic psychology rejected the predominantly negative or pessimistic views of psychoanalysis, embracing positive topics of human psychology, such as love, hope, creativity, individuality, and of course, self-actualization.

Self-actualization was most popularized by American psychologist, Abraham Maslow, best known for his hierarchy of needs (1939). The term self-actualization has become synonymous with the top of Maslow's hierarchy, as a way to describe the ultimate human need and pursuit, once the more basic needs have been met.

Maslow's hierarchy provides a useful framework in understanding human motivation, as it describes different levels of pursuits, each being dependent on immediate lower levels. Maslow's hierarchy often takes on the form of a pyramid, with physiological needs occupying the base of the pyramid, followed by safety, love and belonging, esteem, and finally self-actualization.

Physiological needs are defined as the most basic human needs for survival, such as food and water. Safety needs are defined in terms of personal security, health/safety, and wellbeing. Love and belonging, as the name implies, is the need to maintain meaningful family, friendship, and romantic relationships. Esteem is defined as the need to feel valued and respected in society. Self-actualization, the highest of all motivations, is defined in terms of realizing one's potential.

While Maslow recognized the importance of self-actualization in defining the highest levels of human motivation, his hierarchy has been criticized for failing to recognize individual and cultural differences (Cianci, & Gambrel, 2003). Maslow's hierarchy also implies that the pursuit of self-actualization must follow a linear course, with one necessarily having to satisfy the lower levels in order to progress to the higher levels of needs.

It is important to note that self-actualization is often a highly specific pursuit and it varies immensely. For example, it may mean being a good citizen, parent or leader. It may mean the obtainment of wealth, social status or power. For many, it means self-expression through the practice of art. Often it is defined in terms of divine pursuits, such as feeling closer to God or being in line with a higher moral code.

### **Gender Differences**

Many psychological differences can be observed between men and women, stemming from biology, culture and development. None of these factors by themselves is enough to determine behavior, as it pertains to maleness or femaleness, but rather an intricate interaction between these factors plays a role in establishing patterns of behavior that are associated with men and women.

Establishing the difference between sex and gender is once again important in understanding what is meant by gender differences, as sexual dimorphism is expressed not only physically by way of secondary sex characteristics, but also psychologically, as for example, seen by higher measurable levels of male aggressiveness (Geary, 2009). These differences are thought to be the evolutionary result of sexual selection, rather than socialization (Mealey, 2000).

Different psychological traits are known to exist between men and women. Specifically, differences in particular mental abilities, levels of aggression and empathy, as well as differences in certain personality traits.

Gender differences in intelligence have long been an area of contention, as researchers have struggled to measure it objectively. The advent of psychometric measurements of general intelligence, as correlated with specific cognitive abilities, provided some level of objective measurement. However, research has not conclusively found a significant difference between men and women in this regard, other than in score



variance, and numbers of high scoring individuals (Hedges, & Nowell, 1995). Measures of memory also show inconsistent differences between men and women, depending on the context (Ellis, 2008).

Once specific mental tasks are considered, the differences between men and women start to become notable. Specifically, men score higher on tasks of special ability, such as mental rotation (Chrisler, & McCreary, 2010). Women tend to score higher on measures of spatial memory, meaning memory related to one's surroundings (Halpern, 2013). These differences have been hypothesized to be the result of evolved adaptations to specific roles thought to have been applied to men and women, namely, hunter and gatherer (Geary, 2009).

Aggression is another important area of gender difference. Men are known to be more likely to display aggressive behavior than women, although this difference applies mainly to direct aggression (Chrisler, & McCreary, 2010). High levels of aggression are known to be related to testosterone. Male involvement in violent crimes tends to rise around adolescence, which coincides with a significant rise in testosterone levels. However, it is not known whether the relationship between testosterone and aggression is causal or not (Baron, & Richardson, 2004).

Measures of empathy are also an area of gender difference, favoring women. Specifically, women tend to be better than men at interpreting emotions and decoding facial expressions (Hall, Carter, & Horgan, 2000; Fischer, & Manstead, 2000). This difference, once again has been attributed by some authors to certain evolutionary pressures specific to women, such as childrearing (Geary, 2009). Emotional contagion, which is thought to be related to empathy, is also observed to be higher in women than in men (Hatfield, Cacioppo, & Rapson, 1994).

Perhaps the most important area of gender differences between men and women is personality. Not that personality is entirely separate from intelligence, aggression and empathy, but rather it is a measure of individual difference that includes certain patterns of thought, behavior and emotion. There is some evidence of gender related personality differences across cultures. Men tend to report higher levels of assertiveness, risk taking, and dominant behavior, while women report higher levels of emotionality, and orientation towards other people (Costa Jr, Terracciano, & McCrae, 2001).

## METHODOLOGY

The chosen method for this study is the survey methodology. There are a few reasons for this decision which will be discussed. Surveys are very useful in making inferences about greater populations by collecting data from a representative sample. Surveys also present particular challenges, such as the correct identification of an adequate sample, contacting sample members and collecting data, evaluating the responses, identifying the internal consistency of the data, and analyzing the data appropriately (Groves et al., 2011).

The present study is cross-sectional or transversal, meaning it is an observational study that analyzes data collected at a single point in time. This method is adequate for measuring a non-pathological construct that is not believed to have a natural progression, and is relatively stable throughout an adult's life. Such is believed to be the case of self-actualization, and its different expressions in men and women.

### **Recruitment of Participants**

The participants for this study will be USFQ undergraduate and graduate students aged 18 to 28. The age range selected is due to the inherent characteristics of the USFQ student population. No special criteria are required for participation in the survey, as self-actualization is understood to be common to all people.

The participation of USFQ students will be solicited via the university email system, thus ensuring that only USFQ students receive the recruitment email. The email will contain the following link which will direct them to a SurveyMonkey questionnaire: <https://www.surveymonkey.com/r/?sm=gYvln%2Bx%2FddP82dwc%2BGnifg%3D%3D>. The link may only be used once, to ensure that participants will not respond twice.

Participation will be completely voluntary and no incentive will be offered in the form of money, course credit or any other form of compensation. Once 200 questionnaires have been completed, no further participants will be requested. The data will be tabulated and analyzed appropriately

### **Participants**

A sample of 200 students was chosen to achieve representativeness of the studied population (USFQ students). Only the first 200 participants to complete the questionnaire (100 male and 100 female) will be allowed to take part in this study. Once this goal has been reached, the links will be rendered invalid.

The construct being measured in the present study applies to all individuals. Any young man or woman can obtain self-actualization, which facilitates its measurement. Despite the lack of special criteria for the selection of participants, it is likely that a university student population will have some special characteristics. USFQ students have necessarily completed high school, and are likely to be members of a medium to high socio-economic class. Their enrollment in higher education implies a minimum level of mental ability and aptitude.

### **Study Design**

The survey methodology was chosen over other study designs because it allows the collection of quantitative data in a natural setting. Specifically data on the different ways in which men and women define pursue and obtain self-actualization. The use of an online survey greatly facilitates the collection of data, as it does not need to be manually tabulated, thus virtually eliminating the possibility of human error.

A survey design has higher external validity, than for example a focus group or a case study since data is collected from a much larger sample. It also facilitates the collection of quantitative data compared to interviews or natural observation. Finally, a

survey design is also preferable to a lab experiment, as it does not depend on an artificial setting which can introduce multiple confounding variables.

Although online surveys tend to have a lower response rate, this is not seen as affecting the response representativeness (Cook, Heath, & Thompson, 2000). Additionally, surveys conducted online can easily be deployed to hundreds or even thousands of people, and are easily adapted to different target populations. This allows the present study to be replicated using any other population desired by the researcher.

The instrument used for this study will be a dichotomous scale, in which the participants will read a set of statements related to different measures of self-actualization and respond true or false. The respondents will first be asked their age and gender, and they will then proceed to the questionnaire, which will include statements such as, “Creative expression is the highest form of fulfillment”, “There is nothing more meaningful than service to others”, and “Positions of influence offer the most opportunities to achieve greatness”. Only questionnaires that have been responded to completion will be accepted for analysis.

### **Analysis of Data**

The data will be analyzed using multivariate analysis of variance (MANOVA). This statistical model was chosen because it allows multivariate testing of different groups, meaning that multiple dependent variables can be measured simultaneously, as opposed to an analysis of variance (ANOVA) model (Warne, 2014).

This model was selected in order to ascertain the existence of statistically significant effects of gender (independent variable), on different definitions, modes of pursuit, and forms of attainment of self-actualization (dependent variables).

This model also allows the analysis of the relationships that may exist between the different dependent variables described. The importance of this analysis lies in the fact that

many different dependent variables are likely to relate to one another, for example, the definition of self-actualization in terms of providing service to others may or may not coincide with the pursuit of spiritual fulfillment. Understanding the interaction between different dimensions of self-actualization is equally important to identifying their different or similar prevalence in men and women.

### **Ethics**

All ethical guidelines concerning study participants will be strictly adhered to without exception. All participants must sign an informed consent form detailing the purpose and scope of the study as well as their rights as participants.

The surveys will be completed using SurveyMonkey's online platform. The data collected will remain online, associated with the researcher's personal account. No one but the researcher will be able to access the information. Once the data has been successfully collected, it will be tabulated on the researcher's private computer, which is encrypted to ensure confidentiality. The tabulated data will then be analyzed and all corresponding analysis files, raw data, and documents relevant to the study will remain on the researcher's hard drive, until the presentation of the findings. After the completion of the study, all files corresponding to personal responses will be deleted from survey monkey's servers and from the researcher's computer.

Participation in this present study is completely voluntary, meaning participants may or may not participate, and they may withdraw from participation before the completion of the questionnaire at their discretion. Participants will be made aware of these rights which will be strictly observed.

The participation in this study can be reasonably understood to preclude the possibility of any form of tangible physical, emotional, mental or spiritual harm. The questionnaire does not include any statements that could be considered objectionable to

members of religious groups, nor does it include statements that could be considered shocking or controversial to any special group. Participants will be made aware of the nature of the questionnaire before completion.

In addition, the present study seeks not only to make an academic contribution to the fields of psychology of gender and motivation, but to benefit the population as whole, through the creation of knowledge that may be useful across disciplines. Participants will be guaranteed their welfare, and will be made aware of their contribution.

Immediately after the completion of the questionnaire, participants will be debriefed by a page providing information on the study that may be understood to affect the results if represented before its completion. The participants will be thanked for their participation, and they will be provided with the researcher's phone and email, should they have any questions or comments.

## ANTICIPATED RESULTS

It is possible to reasonably infer some results that may come from the collection and analysis of data relevant to this study based on current literature. The multitude of documented gender differences between men and women ensure some significant differences related to self-actualization. Likewise, inherent similarities between men and women allow the prediction of similarities in other areas of self-actualization.

### **Differences**

Differences specifically in the definition and pursuit of self-actualization are predicted to exist in areas relating to career choices. Men, being more aggressive and domineering, are known to seek wealth and power more than women, while women tend to be more oriented to other people and show higher levels of empathy when compared to men.

Men are expected to define self-actualization in terms of positions of power, namely, management positions in organizations, such as CEO. Men are also more likely to define self-actualization as the obtainment of high political positions. They are also expected to be less likely to define self-actualization in terms of other people rather than personal achievements. Women are expected to define self-actualization in terms of caregiving and education. Specifically, women are more likely to prefer teacher, healthcare provider and therapist as an ideal career choice.

### **Similarities**

Significant similarities are also expected to exist between men and women, specifically in their obtainment of self-actualization. Expressions of creativity and spiritual enlightenment are predicted to be of similar importance to men and women.



Artistic pursuits are expected to be of similar importance to men and women. Men and women are predicted to vary slightly in defining self-actualization in terms of a specific form of creative expression, such as drawing, painting, poetry, music, and writing but overall, they are predicted to show a similar emphasis on self-actualizing through some creative pursuit.

Spiritual enlightenment is also believed to be of similar importance to men and women. They are predicted to display some differences in terms of defining spiritual enlightenment, such as in terms of communion with God, meditation or simply self-awareness. However, a significantly similar measure of defining the obtainment of self-actualization through some form of spiritual enlightenment is expected.

## DISCUSSION

The results from the present study offer a wealth of implications for psychology of gender and theories of motivation. The expected differences and similarities are consistent with previous studies of gender differences. However, they also highlight some important gaps in the current knowledge of how gender directly influences self-actualization.

Self-actualization is one of the most useful psychological concepts in understanding the highest level of human motivation. It describes some of the most compelling pursuits and human endeavors, beyond ordinary struggles. However, it varies immensely and defining it in definitive terms is a complex task.

The lack of knowledge related to gender differences in self-actualization highlights the need for standardized instruments equipped to measure these differences, as well as the need for more extensive quantitative and qualitative research, not just related to self-actualization, but in general, related to the psychology of gender differences.

The expected differences would not seem to contradict previous studies, as they are consistent with theories of gender roles and evolutionary psychology. Rather, they would seem to expand on current knowledge of the psychology of gender, as it explains male and female motivation and behavior.

Male preferences for positions of power are consistent with definitions of self-actualization related to careers that offer opportunities for power, such as CEOs and political positions. Likewise, higher female levels of empathy are consistent with definitions of self-actualization that relate to caregiving and teaching.

These differences do not necessarily mean that men are entirely unable to self-actualize in characteristically female ways or vice versa. The dynamic nature of gender roles, and their constant adaptation to changing societal demands, has meant that men and

women are free to explore many non-traditional career choices. Nevertheless, it is likely that the pursuit of a particular career choice is nuanced by a person's gender in the context of specific societal gender roles.

The expected similarities would also seem to highlight an underexplored area of human experience, as it pertains to creative expression and the pursuit of spiritual fulfillment. Although these areas have been studied on their own, they remain to be analyzed in the context of gender.

Creative expression is known to be a very strong motivation in both men and women; however, it is not fully understood how it is expressed differently in men and women. Spiritual pursuits can evoke strong feelings of inner peace, belonging, or conviction, as has been evidenced by the actions that it inspires. If gender does play a significant role in obtaining self-actualization through spiritual pursuit, then clearly it deserves to be explored.

Men and women have many measurable differences and similarities. Whether or not they are simply the result of socialization, they exist across cultures, and have significant implications. The understanding that gender is separate from biological sex, and constructed by society, is no reason to disregard it.

Gender will likely continue to affect many different areas of human life, such as personal preferences, career choice, and life goals for the foreseeable future. Understanding how gender informs and influences the way in which men and women self-actualize has implications well beyond academia. It is fundamentally a matter of improving human wellbeing.

## LIMITATIONS

While the present study offers some significant findings that have important implications for the psychology of gender, theories of motivation, and more generally, the understanding of how men and women reach their fullest potentials, some limitations must be acknowledged.

The findings of this study may not be generalizable to the entire population. The sample is a non-probabilistic one, since the first 200 questionnaires to be responded to completion will be selected. It is likely that USFQ student of 18 to 28 years of age, being members of a privileged and educated class, may have very different psychological characteristics than members of other sectors.

The chosen method for this study also has some inherent limitations. A cross sectional survey only allows the collection of data representative of a specific period in time. Since gender is inherently fluid, it is likely that gender differences in self-actualization will vary across cultures and time periods.

## **FUTURE RESEARCH**

The findings of this study offer the possibility of many different future studies. Some specific areas of research include the meta-analytic review of gender roles related to self-actualization throughout different time periods. Differences in self-actualization related to particular age groups is also a compelling area of research, as it has important implications for education and career orientation. Finally, differences in self-actualization should be studied across different socioeconomic sectors of society, as this has important educational and therapeutic implications concerning the sector of society that a person belongs to.

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## APPENDIX A: ADVERTISEMENTS

Subject line: Seeking participants for a research study

Hello,

My name is Josh Martínez and I'm a psychology student at the Universidad San Francisco de Quito. I'm conducting research for my undergraduate thesis, titled "Gender differences in Defining, Pursuing and Obtaining Self-actualization".

I'm contacting you to request your participation in my study which may reveal important differences in the way that men and women seek to fulfill their highest potential. Your participation in this study has the potential to impact the way in which we understand why men and women choose to pursue particular paths related to academic, work, and family life.

To participate in this exciting study, all you need to do is complete an online questionnaire that includes closed and open-ended questions. Prior to filling out the questionnaire, you must agree to the terms of an informed consent, which explains the purpose of the study and your rights as a participant. This should all take approximately 10 minutes of your time. To proceed to the questionnaire, click on the link below.

<https://www.surveymonkey.com/r/?sm=gYvln%2Bx%2FddP82dwc%2BGnifg%3D%3D>

If you have any questions or comments, feel free to contact me at xxxxxx@gmail.com or call me (at a reasonable hour) at 099-xx-xxxx.

Thank you for your time.

Josh Martínez

Universidad San Francisco de Quito



## APPENDIX B: ETHICS



**Comité de Bioética, Universidad San Francisco de Quito**  
**El Comité de Revisión Institucional de la USFQ**  
**The Institutional Review Board of the USFQ**

**SOLICITUD PARA APROBACION DE UN ESTUDIO DE INVESTIGACION**

**INSTRUCCIONES:**

1. Antes de remitir este formulario al CBE, se debe solicitar vía electrónica un código para incluirlo, a [comitebioetica@usfq.edu.ec](mailto:comitebioetica@usfq.edu.ec)
2. Enviar solo archivos digitales. Esta solicitud será firmada en su versión final, sea de manera presencial o enviando un documento escaneado.
3. Este documento debe completarse con la información del protocolo del estudio que debe servir al investigador como respaldo.
4. Favor leer cada uno de los parámetros verificando que se ha completado toda la información que se solicita antes de enviarla.

<b>DATOS DE IDENTIFICACIÓN</b>	
<b>Título de la Investigación</b>	
	Gender Differences in Defining, Pursuing and Obtaining Self-Actualization
<b>Investigador Principal</b>	<i>Nombre completo, afiliación institucional y dirección electrónica</i>
	Joshua Hernán Martínez Fick, Universidad San Francisco de Quito, joshermar@gmail.com
<b>Co-investigadores</b>	<i>Nombres completos, afiliación institucional y dirección electrónica. Especificar si no lo hubiera</i>
	No existen co-investigadores
<b>Persona de contacto</b>	<i>Nombre y datos de contacto incluyendo teléfonos fijo, celular y dirección electrónica</i>
	Joshua Hernán Martínez Fick, 099*****, *****gmail.com
<b>Nombre de director de tesis y correo electrónico</b>	<i>Solo si es que aplica</i>
	Sonja Embree, *****@usfq.edu.ec
<b>Fecha de inicio de la investigación</b>	<i>No puede ser anterior a la aprobación del estudio</i> <b>16 de Julio de 2015</b>
<b>Fecha de término de la investigación</b>	<i>Fecha estimada</i> <b>30 de Julio de 2015</b>
<b>Financiamiento</b>	<i>Datos completos del auspiciante o indicar "personal"</i> <b>Personal</b>

<b>DESCRIPCIÓN DEL ESTUDIO</b>	
<b>Objetivo General</b>	<i>Se debe responder tres preguntas: qué? cómo? y para qué?</i>
	Analizar las diferencias de género en cuanto a la auto-realización por medio de una encuesta. Estos datos servirían para entender las diferentes y similares motivaciones de hombres y mujeres.
<b>Objetivos Específicos</b>	
	Determinar como el género influye en cuanto a la definición, búsqueda y obtención de la autorrealización en hombres y mujeres.

<b>Diseño y Metodología del estudio</b> <i>Explicar el tipo de estudio (por ejemplo cualitativo, cuantitativo, con enfoque experimental, cuasi-experimental, pre-experimental; estudio descriptivo, transversal, de caso, in-vitro...) Explicar además el universo, la muestra, cómo se la calculó y un breve resumen de cómo se realizará el análisis de los datos, incluyendo las variables primarias y secundarias..</i>
El presente estudio consiste de la recolección de datos cuantitativos. La población de interés consiste de estudiantes de la USFQ. El enfoque es descriptivo, y el método empleado es la encuesta. La variable independiente es el género del participante, mientras que las variables dependientes son las preferencias por distintas formas de autorrealización.
<b>Procedimientos</b> <i>Los pasos a seguir desde el primer contacto con los sujetos participantes, su reclutamiento o contacto con la muestra/datos.</i>
Los potenciales participantes recibirán un correo electrónico invitándoles a participar en el estudio. Si aceptan participar, procederán a una encuesta electrónica mediante un link dentro del correo. Al cumplir con el número de participantes requerido las encuestas serán tabuladas y analizadas mediante un modelo MANOVA para poder determinar cuáles áreas representan diferencias significativas. Los datos luego serán presentados.
<b>Recolección y almacenamiento de los datos</b> <i>Para garantizar la confidencialidad y privacidad, de quién y donde se recolectarán datos; almacenamiento de datos—donde y por cuánto tiempo; quienes tendrán acceso a los datos, qué se hará con los datos cuando termine la investigación</i>
Las encuestas serán almacenados en los servidores de SurveyMonkey dentro de la cuenta del investigador principal, Joshua Martínez. Los datos analizados serán almacenados en la computadora del investigador principal, el mismo que se encuentra encriptado y bajo contraseña. Una vez que los datos hayan sido analizados, serán destruidos para asegurar la confidencialidad de los participantes.
<b>Herramientas y equipos</b> <i>Incluyendo cuestionarios y bases de datos, descripción de equipos</i>
Las encuestas serán realizadas por medio de SurveyMonkey. Los programas utilizados para el análisis de los datos son Excel y Minitab.

## JUSTIFICACIÓN CIENTÍFICA DEL ESTUDIO

*Se debe demostrar con suficiente evidencia por qué es importante este estudio y qué tipo de aporte ofrecerá a la comunidad científica.*

**El presente estudio ofrece enormes aportes tanto a la psicología de género como a las teorías de la motivación. La autorrealización representa la cúspide de la motivación humana, por lo que entender como el género influye en ella, es de suma importancia.**

*Referencias bibliográficas completas en formato APA*

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<b>DESCRIPCIÓN DE LOS ASPECTOS ÉTICOS DEL ESTUDIO</b>	
<b>Criterios para la selección de los participantes</b>	<i>Tomando en cuenta los principios de beneficencia, equidad, justicia y respeto</i>
Los participantes deben tener entre 17 y 27 años. No existe un criterio especial.	
<b>Riesgos</b>	<i>Describir los riesgos para los participantes en el estudio, incluyendo riesgos físico, emocionales y psicológicos a unque sean mínimos y cómo se los minimizará</i>
El estudio no representa ningún riesgo mental, físico o espiritual para los participantes.	
<b>Beneficios para los participantes</b>	<i>Incluyendo resultados de exámenes y otros; solo de este estudio y cómo los recibirán</i>
Los participantes no recibirán ningún tipo de beneficio o compensación directa por su participación en el estudio.	
<b>Ventajas potenciales a la sociedad</b>	<i>Incluir solo ventajas que puedan medirse o a lo que se pueda tener acceso</i>
La sociedad podrá verse beneficiado por la ampliación en conocimientos sobre la motivación y las diferencias de género, que tiene implicaciones para la educación y la terapia.	
<b>Derechos y opciones de los participantes del estudio</b>	<i>Incluyendo la opción de no participar o retirarse del estudio a pesar de haber aceptado participar en un inicio.</i>
Los participantes formaran parte del estudio por su propia voluntad y tendrán siempre la opción de retirarse del estudio en cualquier momento.	
<b>Seguridad y Confidencialidad de los datos</b>	<i>Describir de manera detallada y explícita como va a proteger los derechos de participantes</i>
Las encuestas son anónimas y no se solicitará ni se recolectará ningún tipo de información que podría	

ser utilizada para identificar a los participantes.
<b>Consentimiento informado</b> <i>Quién, cómo y dónde se explicará el formulario/estudio. Ajustar el formulario o en su defecto el formulario de no aplicación o modificación del formulario</i>
El formulario de consentimiento informado será presentado a los participantes antes de que puedan completar la encuesta digital. Una vez hayan sido aceptados los términos, se podrá proceder al cuestionario.
<b>Responsabilidades del investigador y co-investigadores dentro de este estudio.</b>
El investigador se responsabiliza de cuidar la privacidad y seguridad de los participantes, y a hacerles conocer cuáles son sus derechos. Además, es responsabilidad del investigador analizar apropiadamente los datos de esta investigación, presentarlos en forma veraz y tomar las conclusiones apropiadas para los resultados.

<b>Documentos que se adjuntan a esta solicitud (ponga una X junto a los documentos que se adjuntan)</b>			
Nombre del documento	Adjunto	Idioma	
		Inglés	Español
<b>PARA TODO ESTUDIO</b>			
1. Formulario de Consentimiento Informado (FCI) y/o Solicitud de no aplicación o modificación del FCI *	X		X
2. Formulario de Asentimiento (FAI) <i>(si aplica y se va a incluir menores de 17 años)</i>			
3. Herramientas a utilizar <i>(Título de: entrevistas, cuestionarios, guías de preg., hojas de recolección de datos, etc)</i>	X	X	
4. Hoja de vida (CV) del investigador principal (IP)			
<b>SOLO PARA ESTUDIOS DE ENSAYO CLÍNICO</b>			
5. Manual del investigador			
6. Brochures			
7. Seguros			
8. Información sobre el patrocinador			
9. Acuerdos de confidencialidad			
10. Otra información relevante al estudio (especificar)			

(\*) La solicitud de no aplicación o modificación del FCI por escrito debe estar bien justificada.

### PROVISIONES ESPECIALES

*Esta sección debe llenar solo si aplica. En ella se incluyen manejo de población vulnerable y muestras biológicas, manejo de eventos adversos, seguros de incapacidad o muerte, entre otros.*

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AÑO  
2015**CRONOGRAMA DE ACTIVIDADES**

Descripción de la Actividad (pasos a seguir dentro del proceso de investigación, comenzando por el contacto inicial, reclutamiento de participantes, intervención y/o recolección de datos, análisis, publicación...)	Fechas	16 de Julio	17 de Julio	30 de Julio	10 de agosto	31 de agosto			
		1	2	3	4	5	6	7	8
Preparación reclutamiento de participantes (ad email)		X							
Inicio de recolección de datos			X						
Fin de recolección de datos				X					
Análisis de datos					X				
Presentación de los datos						X			

**CERTIFICACIÓN:**

1. Certifico no haber recolectado ningún dato ni haber realizado ninguna intervención con sujetos humanos, muestras o datos. Sí (  ) No (  )
2. Certifico que los documentos adjuntos a esta solicitud han sido revisados y aprobados por mi director de tesis. Sí (  ) No (  )  
No Aplica (  )

**Firma del investigador:** \_\_\_\_\_ (con tinta azul)

**Fecha de envío al Comité de Bioética de la USFQ:** \_\_\_\_\_



**Comité de Bioética, Universidad San Francisco de Quito**  
 El Comité de Revisión Institucional de la USFQ  
 The Institutional Review Board of the USFQ

**Formulario Consentimiento Informado**

**Título de la investigación: Gender Differences in Defining, Pursuing, and Obtaining Self-actualization**

**Organización del investigador: Universidad San Francisco de Quito**

**Nombre del investigador principal: Joshua Hernán Martínez Fick**

**Datos de localización del investigador principal: 099\*\*\*\*\*, \*\*\*\*\*@gmail.com**

**Co-investigadores: No aplica**

**DESCRIPCIÓN DEL ESTUDIO**

**Introducción** *(Se incluye un ejemplo de texto. Debe tomarse en cuenta que el lenguaje que se utilice en este documento no puede ser subjetivo; debe ser lo más claro, conciso y sencillo posible; deben evitarse términos técnicos y en lo posible se los debe reemplazar con una explicación)*

Este formulario incluye un resumen del propósito de este estudio. Si tiene cualquier duda, por favor contactarse con Joshua Martínez a la siguiente dirección: \*\*\*\*\*@gmail.com.

Usted puede hacer todas las preguntas que quiera para entender claramente su participación y despejar sus dudas. Para participar puede tomarse el tiempo que necesite para consultar con su familia y/o amigos si desea participar o no.

Usted ha sido invitado a participar en una investigación sobre las diferencias de género y la relación que tienen con la autorrealización porque es un estudiante de pregrado o posgrado de la Universidad San Francisco de Quito de 18 a 28 años de edad.

**Propósito del estudio** *(incluir una breve descripción del estudio, incluyendo el número de participantes, evitando términos técnicos e incluyendo solo información que el participante necesita conocer para decidirse a participar o no en el estudio)*

El estudio busca determinar las diferencias de género sobre la manera de definir, buscar y obtener la autorrealización. El método consiste de una encuesta que será completada por 200 estudiantes, hombres y mujeres, de la Universidad San Francisco de Quito.

**Descripción de los procedimientos** *(breve descripción de los pasos a seguir en cada etapa y el tiempo que tomará cada intervención en que participará el sujeto)*

Después de firmar esta hoja de consentimiento informado, se solicita que el participante lea los enunciados dentro del cuestionario y elija la respuesta que prefiera. Completar el cuestionario tardará aproximadamente 10 minutos. Una vez que haya sido completada, los participantes tendrán la oportunidad de hacer preguntas y comentarios.

**Riesgos y beneficios** *(explicar los riesgos para los participantes en detalle, aunque sean mínimos, incluyendo riesgos físicos, emocionales y/o psicológicos a corto y/o largo plazo, detallando cómo el investigador minimizará estos riesgos; incluir además los beneficios tanto para los participantes como para la sociedad, siendo explícito en cuanto a cómo y cuándo recibirán estos beneficios)*

La participación en este estudio no presenta ningún tipo de riesgo físico, mental, emocional o espiritual para los participantes.

**Confidencialidad de los datos** *(se incluyen algunos ejemplos de texto)*

Para nosotros es muy importante mantener su privacidad, por lo cual aplicaremos las medidas necesarias para que nadie conozca su identidad ni tenga acceso a sus datos personales:

1) La información que nos proporcione se identificará con un código que reemplazará su nombre y se

guardará en un lugar seguro donde solo el investigador tendrá acceso.

- 2) No se le pedirá su nombre ni información que podría ser utilizado para identificarlo
- 3) El Comité de Bioética de la USFQ podrá tener acceso a sus datos en caso de que surgieran problemas en cuanto a la seguridad y confidencialidad de la información o de la ética en el estudio.

#### **Derechos y opciones del participante**

Usted puede decidir no participar o retirarse del estudio en cualquier momento.

Usted no recibirá ningún pago ni tendrá que pagar absolutamente nada por participar en este estudio.

#### **Información de contacto**

Si usted tiene alguna pregunta sobre el estudio por favor llame al siguiente teléfono 099-\*\*\*-\*\*\*\* que pertenece a Joshua Martínez, o envíe un correo electrónico a \*\*\*\*\*@gmail.com

Si usted tiene preguntas sobre este formulario puede contactar al Dr. William F. Waters, Presidente del Comité de Bioética de la USFQ, al siguiente correo electrónico: comitebioetica@usfq.edu.ec

**Consentimiento informado** *(Es responsabilidad del investigador verificar que los participantes tengan un nivel de comprensión lectora adecuado para entender este documento. En caso de que no lo tuvieran el documento debe ser leído y explicado frente a un testigo, que corroborará con su firma que lo que se dice de manera oral es lo mismo que dice el documento escrito)*

Comprendo mi participación en este estudio. Me han explicado los riesgos y beneficios de participar en un lenguaje claro y sencillo. Todas mis preguntas fueron contestadas. Me permitieron contar con tiempo suficiente para tomar la decisión de participar y me entregaron una copia de este formulario de consentimiento informado. Acepto voluntariamente participar en esta investigación.

Firma del participante	Fecha
Firma del testigo <i>(si aplica)</i>	Fecha

Nombre del investigador que obtiene el consentimiento informado	
Firma del investigador	Fecha



### APPENDIX C: INSTRUMENTS

AGE:

GENDER:

Please state whether you agree or disagree with the following statements:	Agree	Disagre
Art is the highest form of self-expression		
My purpose in life is primarily in service of others		
Positions of influence offer the most opportunities to achieve greatness		
Creative expression gives life purpose		
There is no greater purpose in life than helping other people		
Exerting power is the best way to make a meaningful difference		
Few things are more meaningful than the creation of something unique		
People are really all that matter		
Power is the only thing that separates the ordinary from the exceptional		