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## Shaharyar's P's in a pod: A six-division theory of personality motivation: A proposed model for understanding core human motivational drivers

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### Abstract

Human drives shape not only what people do but also why they do it, how they build relationships, how they respond to pressure and even how they imagine their future. Shaharyar's P's in a Pod Theory presents a motivational framework built around six core psychological drives-Price, Power, Peace, Pride, Possession, and Persistence-that shape how people think, act, and relate to others. The theory posits that while human behaviour is complex, one dominant "P-force" typically guides an individual's reasoning, influencing perceptions of success, fairness, and emotional experience. Viewing these drives as dynamic psychological energies rather than fixed categories, the model draws from insights in personality psychology and behavioural science to explain everyday motivations. It defines and analyses each P-type's traits and implications for decision-making, relationships, leadership, and predictive behaviour, offering a clear, intuitive approach to understanding what propels human action.

**Keywords:** Management, motivation, personality, behaviour, psychological drives, human dynamics

### 1. Introduction

Grasping the reasons behind human behaviour has always been a central pursuit in psychology. People often act in ways that surprise even themselves, and the logic behind their choices can remain hidden beneath layers of habit, emotion or personal belief. Traditional psychological frameworks have helped in mapping these motivations, yet a noticeable gap remains between theoretical explanations and how people actually behave in everyday life.

Models like Maslow's hierarchy, McClelland's needs theory, the Big Five and Self-Determination Theory take a broad and sometimes generalised view of motivation. They classify needs, identify personality factors or separate intrinsic and extrinsic drives. However, in real interactions, people display specific and repeated patterns that do not always fit these categories as cleanly as expected. For instance, two individuals with similar backgrounds may take opposite decisions because they value different psychological anchors. One may prioritise emotional safety over ambition, while another may chase achievement even at the cost of stability. These small but significant differences often get overlooked in larger frameworks.

Shaharyar's P's in a Pod Theory grew from observing these nuances. It proposes a more immediate and experience-based lens: that a person's dominant motivation can be traced back to one of six central psychological energies. These six P's are not simply traits or preferences. They function more like internal compasses that guide the mind's instinctive reactions. People use them to evaluate choices, handle discomfort, interpret intentions and judge risks. Even when unaware, individuals rely on these motivations when forming relationships, setting goals or deciding how much effort to invest in something.

This model suggests that each person's behaviour is shaped not only by what they desire, but by the particular kind of value they place above everything else. For one individual, emotional calm may matter more than achievement. For another, maintaining a sense of pride may outweigh logic. Someone else may feel most secure when holding onto people or objects, while another may attach meaning to resilience and long-term commitment. By identifying this dominant motivation, one can often predict how a person will react across different circumstances, because the core principle guiding them remains stable over time.

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The Introduction sets the stage for exploring how these six motivations interact with established psychological concepts, how they emerge in personality patterns, and how they influence behaviour in subtle but powerful ways. The aim of this expanded framework is not to limit human complexity but to provide a clearer, more intuitive understanding of why individuals think, feel and act in the ways they do.

## 2. Literature Review

Although the P-Theory presents a fresh angle on human motivation, many of its foundations can be traced back to well-known psychological models. By examining earlier theories, it becomes clear that the six P-types do not emerge in isolation. They are rooted in long-standing observations about how people behave, why they pursue certain goals and how internal values influence their actions. The literature supports the idea that individuals operate from dominant motivational centers that shape their worldview, decision-making and emotional patterns.

### 2.1 Motivational Theories

- Maslow's hierarchy (1943) placed needs in a layered structure, beginning with survival and culminating in self-actualization. His framework explains how people shift attention based on what they lack. The P-Theory mirrors this idea, but instead of climbing a ladder of needs, it suggests that people settle into a core motivational style early in life and use it to navigate all levels of their needs. For example, a Price-driven individual may interpret every stage of Maslow's hierarchy through financial stability, whereas a Peace-driven person may interpret the same hierarchy through emotional calm.
- McClelland's need theory (1961) identifies achievement, affiliation and power as primary human drives. The P-model does not replace these categories but reframes them into more everyday psychological lenses. Persistence aligns with the grit and achievement focus McClelland described. Power naturally mirrors his power-motivation category. Peace echoes the need for affiliation by emphasizing harmony, comfort and emotional cohesion.
- Self-Determination Theory (Deci & Ryan) divides motivation into intrinsic and extrinsic components, highlighting autonomy, competence and relatedness. Within the P-Theory, these concepts appear as underlying forces. For instance, Price types rely heavily on extrinsic motivators like rewards or tangible security, while Persistence types lean more toward intrinsic satisfaction, deriving meaning from endurance and commitment regardless of external validation.
- In this way, earlier motivational theories provide the structural skeleton that supports the six P-types. The connection lies not in a direct overlap but in shared psychological principles. Price maps onto reward logic, Power onto dominance, Peace onto emotional regulation, Pride onto esteem protection, Possession

onto value attachment and Persistence onto self-generated commitment. These alignments reinforce the argument that the P-model reflects patterns long recognized in motivational research. vs extrinsic motivation.

### Connections

- Power corresponds with the drive, for dominance
- Price with extrinsic reward systems,
- Persistence with achievement motivation,
- Peace with the need for safety and emotional regulation.

### 2.2 Personality Typologies

Classical typology systems like the Myers Briggs and DISC have grouped individuals according to consistent behavioural tendencies. These models help identify how people communicate, process information and make decisions. However, they often focus on outward behaviour rather than the internal motives driving that behaviour.

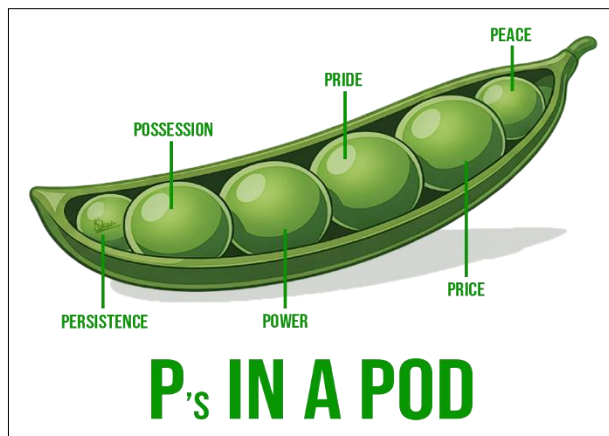
Shaharyar's P-model differs because it goes deeper into the emotional and psychological reason behind the behaviour. Instead of asking what a person does, it asks why they do it. Two individuals may behave the same way on the surface yet be motivated by completely different forces. For example, a calm person might be peaceful because they genuinely value harmony, or they might be calm because they suppress conflict to protect their pride. Typology systems capture the pattern. The P-model reveals the engine behind it. This difference allows the P-theory to function not as a replacement but as a complementary lens, offering a motivational dimension that personality models often overlook.

### 2.3 Behavioural Economics

Behavioural economics has repeatedly shown that people are not rational decision-makers in the mathematical sense. Prospect theory, for example, demonstrates how individuals react differently to risk, loss and ownership based on psychological value rather than objective worth. These insights parallel the Price and Possession categories. Price types are deeply influenced by cost-benefit evaluation and loss aversion. Possession types reflect the endowment effect, forming emotional attachments to items or people simply because they associate ownership with security.

The idea that people assign worth based on scarcity, fear of loss or perceived gain reinforces the psychological foundation of both Price and Possession types. Behavioural economics strengthens the argument that humans rely on internal motivational patterns when making choices, even if those choices appear irrational from the outside.

Taken together, motivational theories, personality typologies and behavioural economics provide a rich theoretical background for the P-model. They show that human behaviour is anchored in deep, recurring patterns that can be grouped and recognized. The P-Theory simply organizes these patterns into a clearer structure that reflects how people naturally behave and how they instinctively justify their decisions.



**Fig 1:** The Five P's in a Pod – Key Elements of the Marketing Mix

### 3. Theoretical Framework: Shaharyar's Six P's

The P-Theory proposes that although human personalities are layered and influenced by countless factors, one primary motivational current usually dominates a person's inner world. This dominant current becomes their psychological anchor, shaping how they interpret events, manage emotions, handle relationships and make choices. The six P-types represent six distinct motivational centers that people unconsciously rely on to navigate life.

Rather than presenting these categories as rigid boxes, the theory emphasizes that individuals may show traces of multiple P's, yet one usually holds greater weight and subtly governs their thinking. The dominant P-type acts almost like a silent internal compass. It guides what the person values, fears, avoids or pursues. These motivations shape behaviours that repeat across different situations, forming patterns that become recognizable once understood through this framework.

The six types are not moral judgments but psychological orientations. A person driven by Price is not automatically materialistic. Someone driven by Power is not inherently aggressive. A Peace-oriented person is not necessarily passive. These motivations are neutral forces; their impact depends on how individuals channel them. Each P-type has strengths, vulnerabilities, blind spots and emotional triggers. By understanding the underlying motivation, one can see why people behave in predictable yet seemingly complex ways.

The framework argues that the dominant P-type emerges early, formed by a mix of upbringing, emotional experiences, learned coping mechanisms and personal belief systems. Over time, this core motivation becomes the default mode through which individuals interpret success, conflict, intimacy, achievement and risk. The P-theory does not claim to capture every nuance of human behaviour. Instead, it offers a concise and practical structure for understanding the inner logic that people use to make sense of their life.

With this foundation clarified, the model can now be explored through each of the six P-types, their psychological roots, behavioural expressions, strengths, weaknesses and the reasoning processes that drive them.

#### 3.1 Price Type "The Value-Oriented Realists"

**Core Conviction:** The Price personality operates on the firm belief that stability, security and material preparedness form the foundation of a good and predictable life. At the heart of this motivation is the conviction that emotional

comfort is not a starting point but something earned only after practical needs are met. These individuals often grow up with an acute awareness of uncertainty, responsibility or scarcity, shaping them into people who calculate their steps carefully.

For Price-driven individuals, life resembles a system of exchanges where every effort must lead toward something concrete. They do not necessarily chase wealth for the sake of luxury. Instead, they view resources as shields against vulnerability. Their thinking revolves around questions like: Will this decision secure my future? Will this investment bring stability? Will this risk endanger the safety I have built? This approach is not greed; it is a form of psychological self-protection.

Because they see the world through a gain-loss lens, they naturally become cautious. They evaluate relationships, commitments and opportunities with the same attention they give to financial decisions. Even emotional bonds are assessed in terms of long-term dependability. A Price-oriented person may avoid situations that feel unpredictable or emotionally overwhelming simply because instability threatens their internal sense of safety.

Despite often appearing reserved or overly practical, their behaviour stems from a desire to prevent chaos. Money, structure and predictability act as anchors that allow them to function confidently. They trust what can be measured, saved, stored or proven, which makes them reliable planners but sometimes distant partners.

#### Traits

- Practical and grounded, often thinking several steps ahead
- Naturally disciplined when the incentive or outcome is clear
- More concerned with sustainability than short-term pleasure
- Struggles to invest in situations that lack visible returns
- Uses preparation as a way to manage anxiety or uncertainty

#### Merits

- Excellent at making stable decisions that benefit long-term goals
- Protect households, relationships and teams from unnecessary risks
- Provide consistency in environments where others may behave impulsively
- Understand the value of effort and rarely waste resources
- Capable of creating strong financial or structural foundations

#### Demerits

- May appear emotionally unavailable or overly rational
- Often dismiss emotional needs because they cannot be quantified
- Their relationships may feel transactional even when they care deeply
- Avoid opportunities that require faith, vulnerability or spontaneity
- Can become too focused on material readiness and neglect emotional balance

### 3.2 Power Type “The Influence Seekers”

**Core Conviction:** The Power-oriented individual is driven by a firm internal belief that influence, authority and recognition are essential for survival. To them, life is not random but structured like a hierarchy where those who hold power enjoy security, respect and opportunities, while those who lack it remain vulnerable. This worldview does not always stem from arrogance. Often, it comes from early experiences where control equated safety or where their voice was overlooked unless spoken with firmness.

Power personalities feel grounded when they are in charge, not to dominate others for pleasure, but because leadership provides them a sense of direction and clarity. They naturally gravitate toward situations where they can take decisive roles, organize people or assert their presence. Their inner compass constantly evaluates whether they are being heard, acknowledged or taken seriously. Being dismissed or underestimated strikes directly at their sense of identity.

They believe that the world responds to strength more than subtlety. Negotiation is valued, but only when they occupy a position of advantage. When faced with disorder, they instinctively step forward because they assume responsibility belongs to the strongest hands. Their confidence, ambition and assertiveness often earn them admiration, yet beneath these qualities lies a constant fear of losing agency.

Even in relationships, they attempt to maintain a degree of influence. This does not always mean control; sometimes it appears as protective leadership or a desire to guide. However, when insecure, this same drive may push them toward dominance or stubbornness. They measure respect not through affection but through the weight their voice carries in a room.

#### Traits

- Naturally assertive and quick to claim leadership roles
- Highly aware of social dynamics, status shifts and power imbalances
- Driven by the need to stay relevant and significant in any group
- Comfortable taking responsibility when others hesitate
- Skilled at persuasion, negotiation and commanding attention

#### Merits

- Exceptional leaders in situations requiring direction or swift decisions
- Courageous during crises, willing to take risks others avoid
- Capable of inspiring and mobilizing people toward goals
- Often achieve high positions in career, society or team structures
- Protective of those they care about, using their influence to support others

#### Demerits

- May slip into authoritarian or controlling behaviour when insecure
- Struggle to accept equal footing in relationships
- Can unintentionally overpower softer personalities
- May prioritize status over emotional connection

- Risk exploiting people or situations if not grounded in empathy or ethics

### 3.3 Peace Type “The Harmony Keepers”

**Core Conviction:** Individuals who fall under the Peace category are guided by a profound internal belief that emotional stability is more precious than ambition, conflict or competition. For them, tranquility is not a luxury but a necessity. They feel most themselves when life flows gently, without pressure, chaos or intense confrontation. Their inner world works like a quiet lake: anything that creates too many ripples becomes uncomfortable, even threatening.

Peace-driven personalities often learn early in life that harmony makes everything easier to handle. Sometimes this comes from environments where conflict felt overwhelming, or from families where they became the emotional balancers. Sometimes, it simply grows from a temperament that is naturally soft, reflective and sensitive to tension. Regardless of its origin, the Peace orientation becomes their default approach to living. These individuals do not avoid conflict because they are weak; they avoid it because inner upheaval feels heavier to them than the actual disagreement. They believe that life should be steady, relationships gentle and ambitions paced thoughtfully. Noise, urgency, drama and high-pressure decision-making drain their emotional energy. This leads them to choose paths that offer calm, predictability and comfort, even if those paths are simpler or slower.

Peace types often value emotional presence over achievement. They are not against success; they just do not want it at the cost of their mental balance. They prefer environments where people understand each other rather than compete for superiority. When they sense tension, they instinctively try to soothe or withdraw, depending on what allows them to protect their inner balance.

To others, their calm nature can feel comforting. They rarely escalate problems, rarely judge harshly and rarely respond with aggression. They radiate gentleness in a world that often feels urgent and loud. Yet this same gentleness can make them seem passive or indecisive, especially when they avoid necessary confrontations or responsibilities that require assertiveness.

#### Traits

- Emotionally soft, reflective and inclined toward introspection
- Prefer slow, steady routines over unpredictable environments
- Avoid aggressive people, chaos, drama or pressure
- Maintain a soothing presence; rarely react impulsively
- Sensitive to emotional atmospheres and quick to detect tension

#### Merits

- Emotionally grounded and steady, offering stability in relationships
- Excellent mediators who prevent small issues from becoming large conflicts
- Create peaceful homes, friendships and work environments
- Rarely toxic, manipulative or confrontational
- Approach problems with patience, empathy and calm rationality



**Demerits**

- May become inactive or stagnant when life requires assertiveness
- Avoid conflict even when it is necessary for growth
- Can be misunderstood as disinterested or detached
- Struggle to take risks that disrupt their comfort
- May lack long-term drive, discipline or intense ambition

**3.4 Pride Type “The Ego-Driven Guardians of Image”**

**Core Conviction:** The Pride-oriented individual is driven by a deep internal need to protect their sense of worth. For them, dignity is not simply a feeling but a boundary that defines how they move through the world. They interpret life through a lens where respect, reputation and personal image shape their emotional stability. This outlook often forms early, especially when experiences taught them that value must be defended or that recognition was earned only through exceptional behaviour.

Pride personalities feel secure when they are seen in the way they want to be seen. They do not crave applause, but they crave fairness. Their inner system constantly checks whether others acknowledge their contributions, intentions or loyalty. When they feel accurately recognized, they are composed and dependable. When they feel misjudged or undervalued, their equilibrium collapses quietly from within.

They believe that identity must be preserved with precision. They invest heavily in how they present themselves, avoiding anything that could make them appear weak, incompetent or ordinary. Even small instances of disrespect can trigger a silent emotional battle inside them. Instead of reacting openly, they retreat, guard themselves or adopt a firmer stance to reestablish their position.

In groups, Pride types strive to maintain an image of reliability and confidence. Their presence often appears controlled, careful and perfectly measured. They dislike being corrected, doubted or overshadowed, not out of ego but because these moments threaten the stability of their self-worth. Their behaviour is shaped by the desire to be seen as someone who cannot be dismissed lightly.

Even in close relationships, they seek an environment where their efforts, sacrifices and identity are appreciated. They do not function well in spaces where they feel taken for granted. If they sense diminishing respect, they slowly distance themselves, becoming emotionally unavailable while maintaining an outwardly calm posture.

**Traits**

- Highly protective of their personal identity and internal standards
- Sensitive to judgment, even when they appear unaffected
- Maintain controlled, measured behaviour in public and private settings
- Carry a quiet expectation that their presence should hold value
- Often avoid vulnerability due to fear of seeming lesser in others eyes
- Notice even subtle forms of disrespect or dismissal

**Merits**

- Consistent and principled in how they treat others

- Strong sense of responsibility toward their image and commitments
- Rarely act impulsively, preferring thoughtful and dignified behaviour
- Capable of inspiring respect through discipline and emotional restraint
- Loyal and dependable when they feel respected and understood
- Hold themselves to high standards, which often produces quality work

**Demerits**

- May become overly rigid when protecting their self-worth
- Struggle to admit mistakes due to fear of losing respect
- Can turn distant or emotionally unavailable when hurt
- Often expect recognition even when others are unaware of their efforts
- May unintentionally create emotional distance by appearing too controlled
- Risk building walls instead of communicating vulnerability

**3.5 Possession Type “The Accumulators and Holders”**

**Core Conviction:** The Possession-oriented individual is motivated by a quiet but persistent pull toward acquiring the things, people or opportunities they desire. Their emotional world is shaped by a subtle sense of scarcity, even when their life is comfortable. To them, the act of obtaining something is often more fulfilling than having it afterwards. This tendency is not rooted in greed but in a deep fear of losing or missing something meaningful.

Possession personalities feel most alive when they are striving for something slightly out of reach. Distance, challenge and uncertainty amplify their attachment. The harder something is to get, the more valuable it feels. Once they achieve it, their emotional intensity softens, not because they stop caring but because their mind naturally shifts from enjoyment to preservation.

They view life through a perspective where holding on is safer than letting go. Whether it is relationships, achievements or physical objects, they create strong emotional bonds with what is theirs. Their memories are vivid. Their attachments are sentimental. Even the smallest reminder of a loss can stir a profound response in them.

In relationships, their affection can feel warm, protective and deeply personal. Yet the same attachment can sometimes become overwhelming for others. They struggle when something they value becomes uncertain or distant. Their emotions intensify when they sense someone drifting away. Ironically, the very chase that excites them can also cause them pain once they get what they were running toward.

They are often misunderstood as controlling or clingy, but at their core, they simply fear emotional emptiness. Their identity becomes intertwined with what they hold close, and letting go feels like losing a part of themselves. They find comfort in familiarity and struggle with the idea that anything, once cherished, could be forgotten or replaced.

**Traits**

- Form deep emotional attachments to objects, people or memories

- Experience heightened desire when something is scarce or unavailable
- Sentimental by nature and often keep symbolic items from past experiences
- Take time to detach from anything they once valued
- Highly responsive to emotional distance or mixed signals
- Often think about past connections long after others have moved on

#### Merits

- Strong at maintaining long-term bonds and commitments
- Emotionally attentive and often cherish relationships sincerely
- Good at preserving traditions, memories and meaningful objects
- Deep loyalty toward people they care about
- Persistent in showing care and holding on through difficulties
- Naturally sentimental, which helps them create meaningful emotional depth

#### Demerits

- Can become possessive when attachment turns into fear of loss
- May chase people or things for the thrill of obtaining rather than true compatibility
- Lose emotional excitement after achieving what they sought
- May struggle to give space in relationships
- Prone to holding on even when something is no longer healthy
- Vulnerable to disappointment when expectations of closeness are not met

### 3.6 Persistence Type “The Resilient Fighters”

**Core Conviction:** The Persistence-oriented individual moves through life with a depth of intention that is rare to find. Precisely “Hero or Saviour Syndrome”. Their sense of purpose is steady, slow burning and quietly powerful. They believe that once their heart commits to something, it deserves time, effort and patience. Whether it is a dream, a relationship or a responsibility, they carry their commitments with a sincerity that often surprises others.

Persistence personalities are not driven by immediate rewards. They feel most aligned when they are building something over time, even if no one else notices the progress in the moment. Hardship does not scare them. In fact, challenges often awaken a part of them that becomes even more focused and determined. They have an internal compass that pushes them to continue where others pause.

Their emotional world is shaped around loyalty and consistency. When they care, they care with their full presence. When they promise, they hold that promise close. This steady devotion gives them a sense of direction and peace. They may not speak loudly about their efforts, but the weight of their dedication often becomes clear through their actions.

In relationships, their affection is deep, stable and quietly protective. They value the kind of bond that grows stronger through storms instead of fading. They rarely give up on people unless a connection becomes completely

unreciprocated. Even then, they walk away with a sense of closure rather than bitterness.

Their strength is not loud or boastful. It is the kind of strength that stays. The kind that shows up. The kind that survives confusion, frustration and doubt without collapsing. They believe that meaning is built over time and that the most important parts of life require endurance rather than speed.

#### Traits

- Deeply committed once they decide something matters
- Strong emotional endurance and patience
- Hold long term goals with steady determination
- Consistent in their behaviour regardless of circumstances
- Value sincerity over superficial charm
- Rarely abandon people or projects easily

#### Merits

- Highly reliable during difficult phases
- Create long lasting trust in relationships, work and friendships
- Capable of achieving goals that require patience and repeated effort
- Naturally supportive and stable for those around them
- Able to stay focused when situations get overwhelming
- Carry a quiet strength that inspires without trying to impress

#### Demerits

- May stay too long in situations that drain them
- Can push themselves past healthy limits
- Often tolerate behaviour they should not tolerate
- Struggle to rest because they equate stillness with giving up
- May feel unappreciated when others overlook their efforts
- Vulnerable to emotional fatigue when their loyalty is not matched

### 4. Comparative Analysis of P-Types

The six P types operate through different psychological engines, which explains why people often react to the same situation in completely different ways. Each type carries its own internal logic. This internal logic is not something they consciously choose. It becomes the filter through which they interpret meaning, threat, opportunity and emotional safety. Some people measure the world through gains. Some through influence. Some through peace. Others through ego, attachment or endurance. These differences shape not only decisions but the entire storyline of a person's life.

#### Price operates through reward logic

Price personalities instinctively calculate risk and return in almost every situation. Their emotional comfort is tied to stability and tangible security. They prefer clarity, predictability and practical value. Even in relationships, they feel safest when the foundation is steady and dependable. Their approach can look cautious, but beneath that caution is a desire to build a future they can trust.

**Power operates through dominance logic:** Power types see the world through roles, influence and direction. Their

emotional equilibrium rises or falls based on how much agency they feel. Where others might hesitate, they step forward because taking charge feels natural to them. Their decisions often revolve around maintaining relevance, strength and control over their environment.

#### **Peace operates through emotional regulation logic**

Peace personalities move through life with a focus on calmness, stability and avoiding unnecessary conflict. They interpret stress as a sign that something is misaligned. Their decisions usually aim to preserve comfort for themselves and those around them. Their inner priority is tranquillity, which shapes their desire for steady, gentle environments.

#### **Pride operates through ego protection logic**

Pride types interpret every situation through the lens of self worth. Respect, recognition and honour influence their emotional stability. They pay close attention to how they are perceived. Their choices often revolve around preserving their image, maintaining boundaries and avoiding anything that could make them appear diminished.

#### **Possession operates through attachment logic**

Possession oriented people feel a strong emotional pull toward things or people they value. Their mind focuses on acquiring, keeping and protecting what feels meaningful. Distance intensifies their attachment. Closeness brings comfort. Their decisions often involve holding on, preserving memories and safeguarding emotional bonds.

#### **Persistence operates through commitment logic**

Persistence types frame their world through the lens of dedication. They believe that worth is proven through consistency. Their emotional rhythm is shaped by long term loyalty, steady progress and sustained effort. Even when situations become difficult, they continue because their identity is tied to perseverance.

- **Price** → reward logic
- **Power** → dominance logic
- **Peace** → emotional regulation logic
- **Pride** → ego-protection logic
- **Possession** → attachment logic
- **Persistence** → commitment logic

This variety explains why individuals respond uniquely to identical circumstances.

### **5. Applications of the Theory**

Shaharyar's P's in a Pod Theory is not just a framework for understanding human motivation it has real-world applications that can improve personal, professional and social interactions. By recognizing the core motivational driver of oneself or others, people can anticipate behaviour, foster better relationships, and make more informed decisions.

#### **Personality Assessment**

The P model provides a straightforward way to understand someone's primary motivator. Instead of relying on long questionnaires or abstract descriptions, it identifies the internal "why" behind behaviour. This makes it easier for individuals to reflect on themselves and gain insight into their choices, habits and emotional responses. It can also

serve as a diagnostic tool for identifying areas where people may struggle or thrive depending on the context.

#### **Career Guidance**

Career satisfaction is often determined by alignment between personal motivation and professional tasks. For instance:

- **Price:** Thrive in structured environments with clear rewards and stability.
- **Power:** Excel in leadership, strategy or entrepreneurial roles.
- **Peace:** Perform best in collaborative, stress-minimized settings.
- **Pride:** Flourish in roles requiring high standards and personal responsibility.
- **Possession:** Succeed in roles requiring dedication to assets, resources or relationships.
- **Persistence:** Shine in long-term projects, research, or tasks demanding sustained effort.

By mapping a person's P type to suitable environments, career coaches and HR professionals can guide individuals toward paths where they feel motivated and fulfilled.

#### **Relationship Compatibility Analysis**

Understanding P types can help in personal and professional relationships. Conflicts often arise not from incompatibility but from misunderstanding. For example, a Peace type may retreat during conflict, frustrating a Power type, while a Possession type may seem clingy to a Pride type. By recognizing the underlying motivation, people can interpret behaviour with empathy, adjust expectations, and improve communication.

#### **Leadership Selection and Team Building**

Leaders who understand P types can build more balanced teams. Assigning roles according to intrinsic motivation increases productivity and satisfaction.

- Price types ensure careful planning.
- Power types drive direction.
- Peace types maintain harmony.
- Pride types uphold standards.
- Possession types protect valuable resources.
- Persistence types sustain momentum.

Leadership decisions become less about personality preferences and more about aligning roles with natural drives.

#### **Conflict Resolution**

Many conflicts are rooted in differences in internal motivation. Using the P model, mediators can identify the primary motivators of each party. By addressing these core needs, solutions become more effective. A Pride-driven conflict may require respect and acknowledgment, a Price-driven dispute may require security and clarity, and a Peace-driven situation may benefit from minimizing stress and tension. Understanding motivation makes resolution less transactional and more human-centred.

#### **Understanding Toxic or Incompatible Behaviour**

Sometimes behaviours that seem irrational or harmful are simply expressions of a strong P type. Recognizing this does not excuse harmful actions but allows for more strategic

responses. For example, a Persistence type may seem stubborn, but their dedication is rooted in commitment, not obstinacy. A Possession type may seem controlling, but it arises from attachment rather than malice. The model provides insight into patterns, helping people protect themselves while interacting constructively.

## 6. Conclusion

Shaharyar's P's in a Pod Theory offers a practical and intuitive framework for understanding human motivation. By categorizing individuals into six primary motivational types Price, Power, Peace, Pride, Possession, and Persistence it provides a lens through which we can better interpret behaviour, anticipate decisions, and relate to others. Each type represents a distinct way of approaching life, shaped by internal beliefs, emotional patterns, and past experiences.

The strength of the P model lies in its simplicity and accessibility. While traditional personality theories can feel abstract, technical, or difficult to apply in daily life, the P's in a Pod framework translates complex human drives into clear, relatable categories. It does not aim to label or confine individuals but to highlight the core motivators that subtly guide their choices, interactions, and emotional responses. Recognizing these motivators allows for empathy, better communication, and more informed decision-making across personal, professional, and social contexts.

Beyond understanding others, the model offers a tool for self-reflection. Individuals can examine their own P type to understand why they react, pursue, or withdraw in certain situations. It encourages awareness of both strengths and vulnerabilities, helping people align their actions with their natural drives. By identifying one's core motivator, individuals can navigate life with greater intentionality and emotional insight.

Ultimately, Shaharyar's P's in a Pod Theory is a step toward a more nuanced understanding of human behaviour. It emphasizes that while people may be influenced by many factors, one primary drive often governs their choices and emotional patterns. By recognizing and appreciating these drives, we can approach relationships, work, and life with insight, compassion, and effectiveness. This framework opens the door to a deeper exploration of human motivation, providing both scholars and practitioners a way to make sense of the complex, yet remarkably patterned, nature of human action.

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