

# Motivation 1.0 – 2.0 – 3.0

RMSIA Fandango - November 2013

**From extrinsic to intrinsic motivation**



Horst Abraham

# Proposed Agenda

- Why do we concern ourselves with motivation?
- Best motivational practices.
- Review the relationship between extrinsic and intrinsic motivation?
- Other?

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# How do you motivate people?

➤ Practices:

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➤ Key assumptions about motivation:

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# Puzzling Finding

Harlow – U- Wisconsin

Decci – Carnegie Mellon

## Basic Assumptions about drivers of motivation:

1. M 1: Biological Drivers: Food & Shelter & Reproduction
2. M 2: Extrinsic Drivers: Reward & Punishment
3. M 3: Motivation beyond 'Carrots & Sticks'



# Carrots & Sticks - Summary



- Tends to extinguish intrinsic motivation.
- Tends to diminish performance.
- Tends to crush creativity.
- Tends to crowd out good behavior.
- Tends to encourage cheating, shortcuts and unethical behavior.
- Tends to become addictive.
- Tends to foster short term thinking.

# 9 Strategies to Awaken Intrinsic Motivation

1. FLOW-TEST – Best Self
2. IMPROVEMENT HUDDLE – What can we do better?!
3. PERFORMANCE REVIEW – moving towards goal
4. SKUNK-WORK – Time to explore personal interests
5. PEER TO PEER ACKNOWLEDGEMENTS
6. AUTONOMY AUDIT – What, when, with whom, how
7. PRONOUN TEST – I/They/We
8. RECIPROCITY
9. 'SLEIGH THE DRAGON', 'GOLDILOCKS'



# Hierarchy of Performance

- Exercise: Ind. / SG / LG

- Independence 1. \_\_\_\_\_
- Dependence 2. \_\_\_\_\_
- Inter-Dependence 3. \_\_\_\_\_