

Motivation 3.0: Burying the carrot & stick





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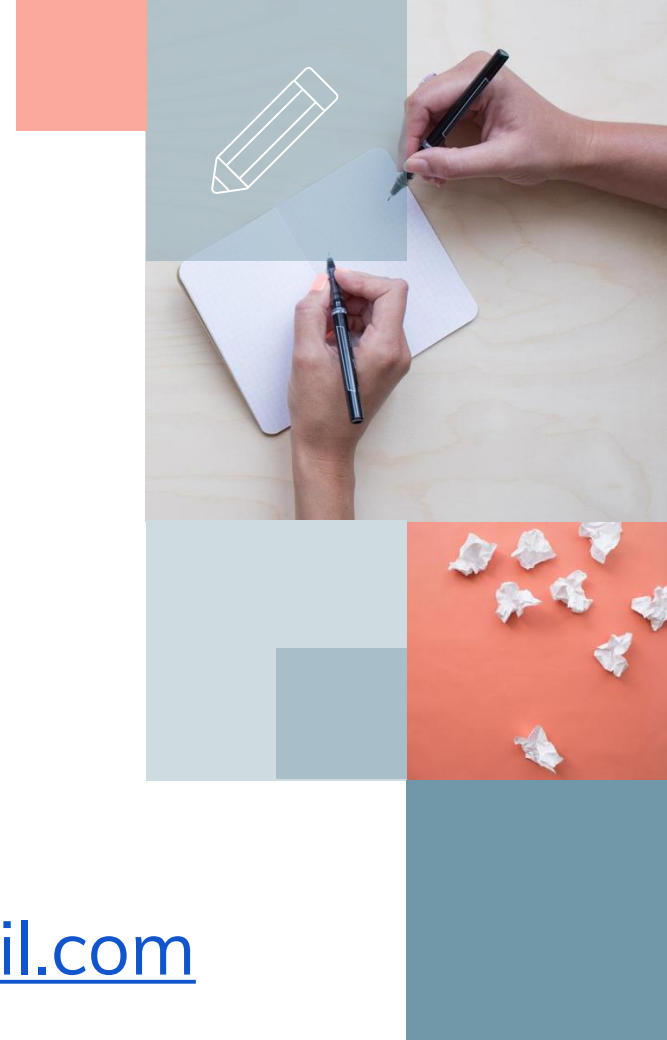
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Motivation?

The fundamentals

Motivation 1.0 : All about survival



The fundamentals

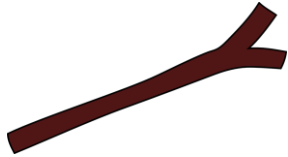
Motivation 2.0 : Thriving within a society



The fundamentals



You get a reward -> you do more of what you did



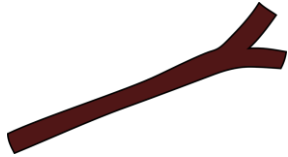
You get punished – you stop doing what you did



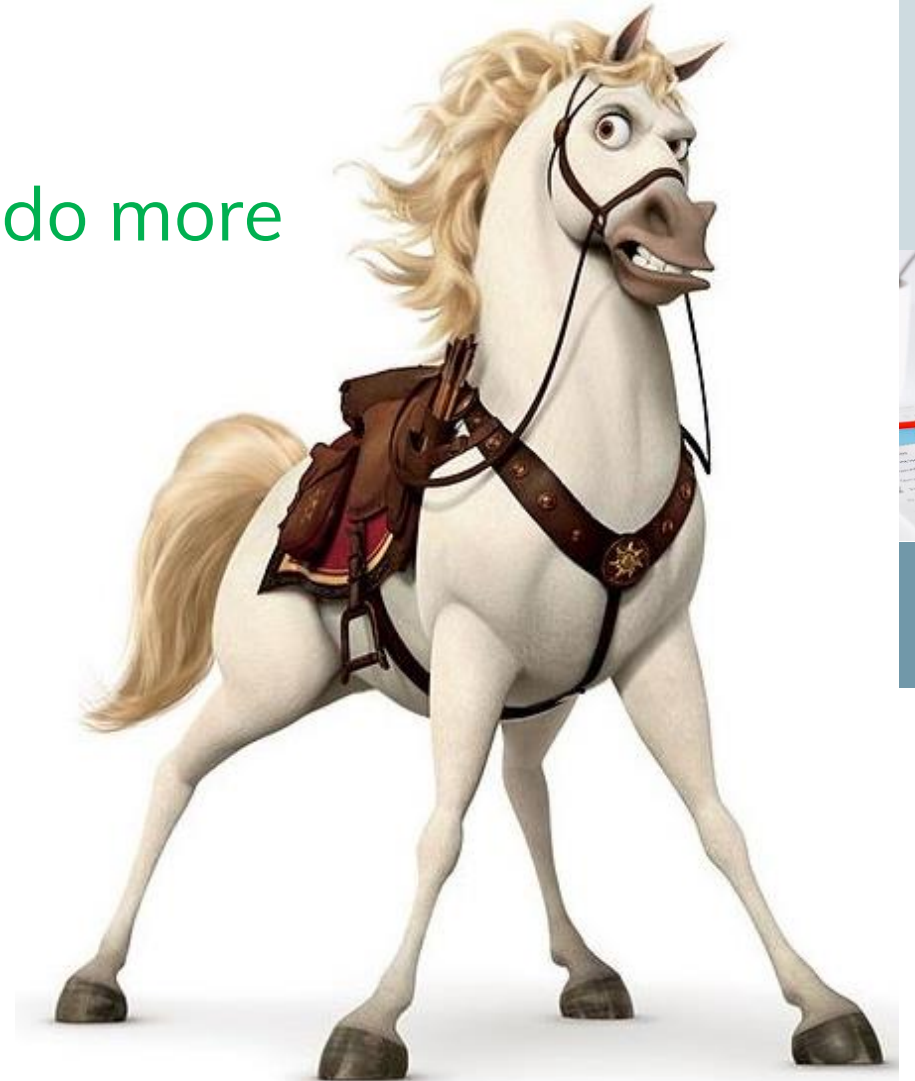
The fundamentals



You get a reward -> you do more of what you did



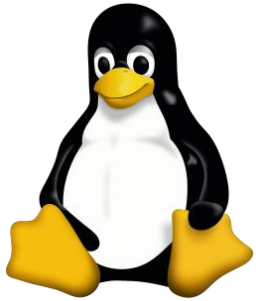
You get punished – you stop doing what you did



**Elements defying
the matrix**

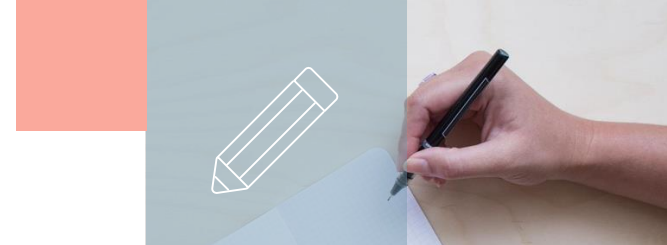
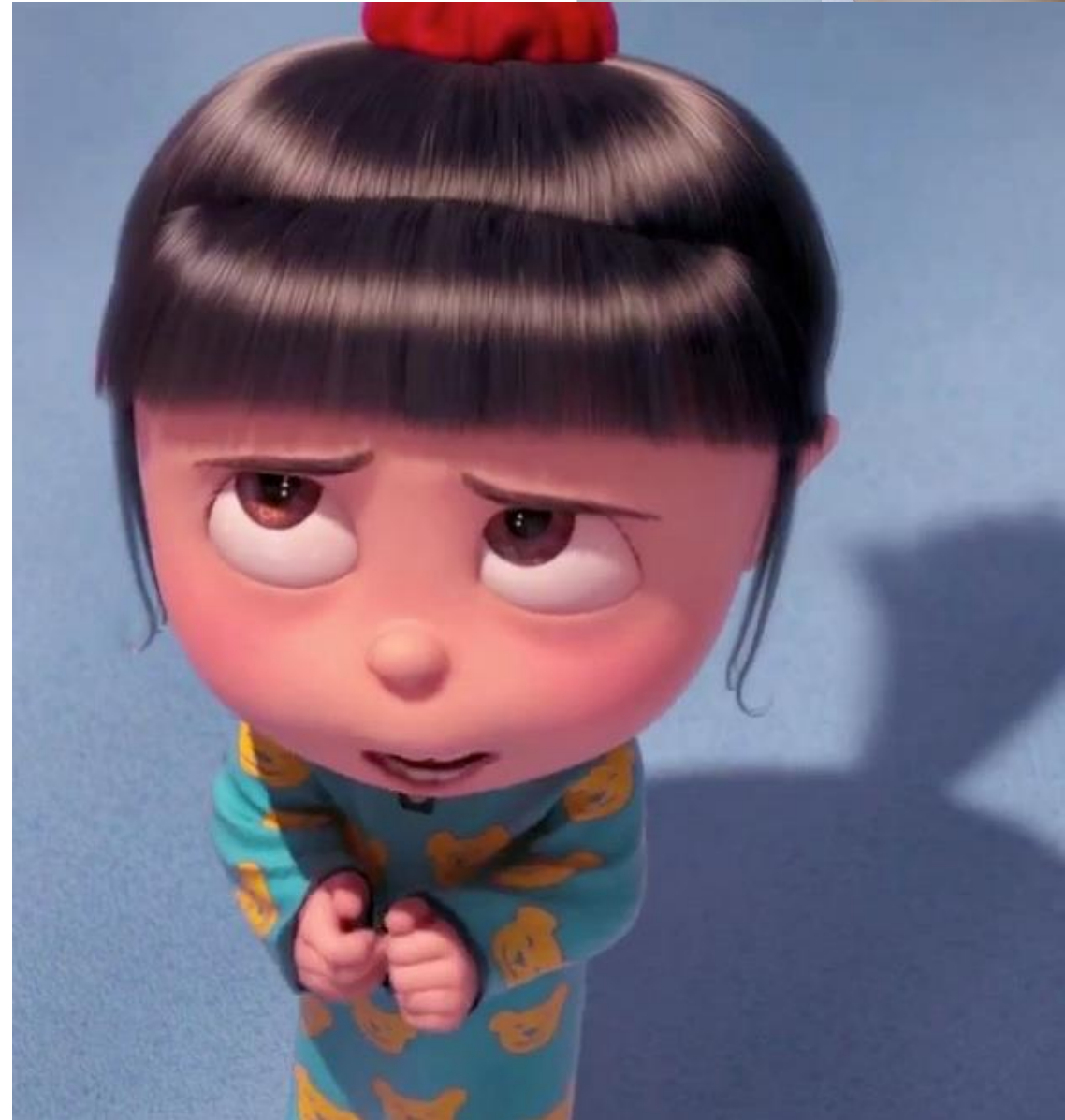


Elements defying the matrix



The experiments

- But rewards are good, right?

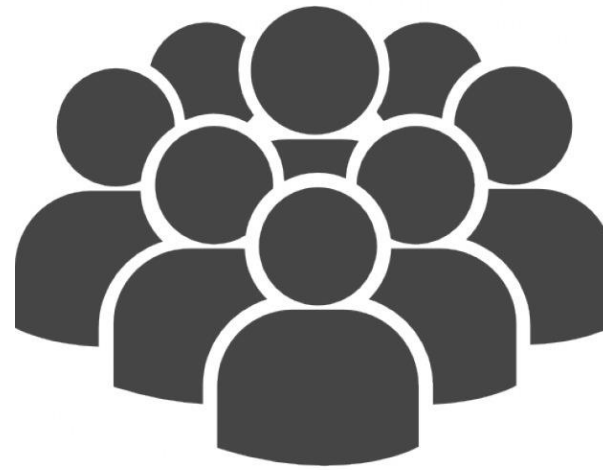


The experiments | Creativity

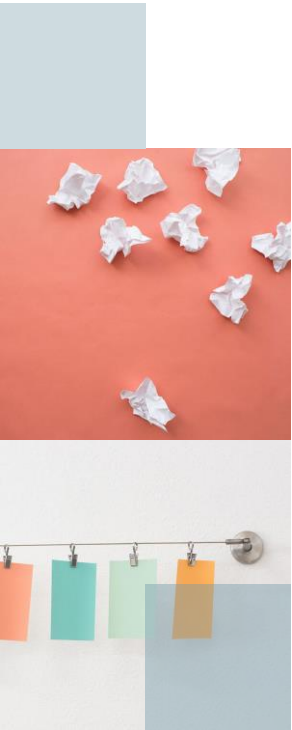
The candle experiment



Reward



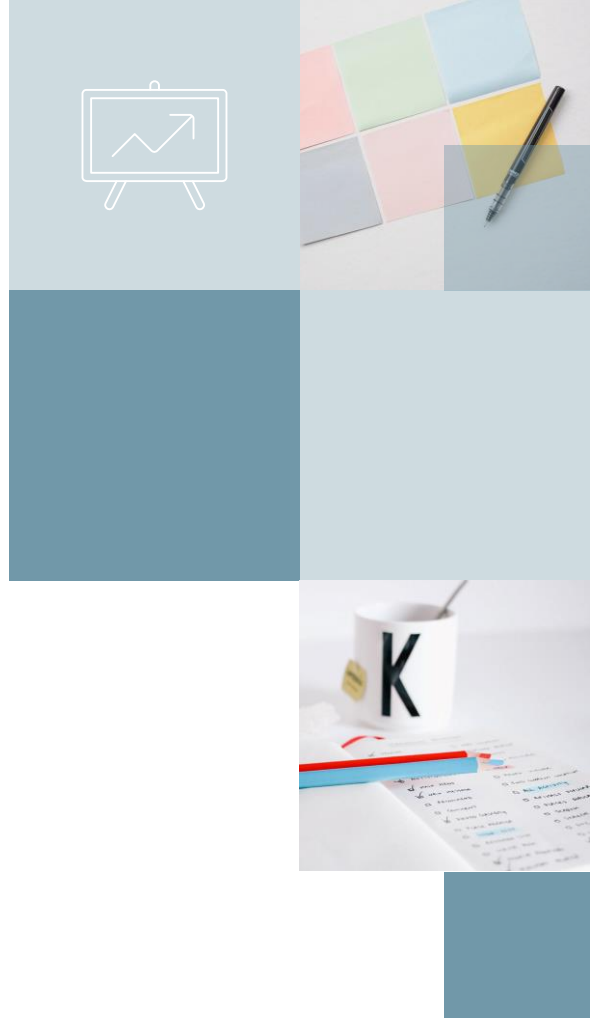
No reward



The experiments | Creativity

The candle experiment

- The problem:



The experiments | Creativity

The candle experiment

- The solution:



The experiments | Creativity

The candle experiment

The results:

Reward group -> LONGER time

Creative
Thinking

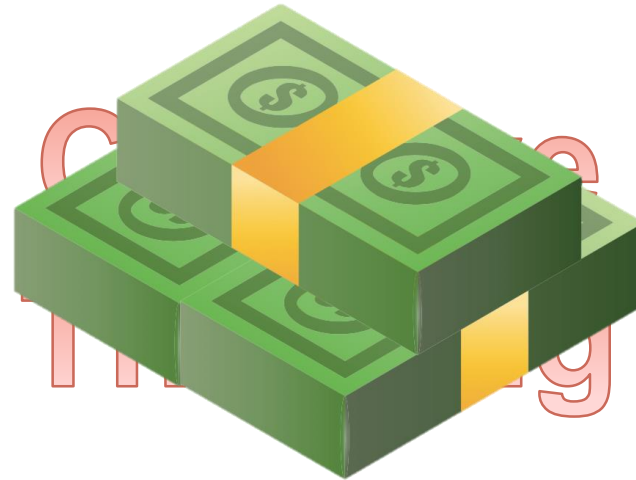


The experiments | Creativity

The candle experiment

The results:

Reward group -> **LONGER** time



The experiments

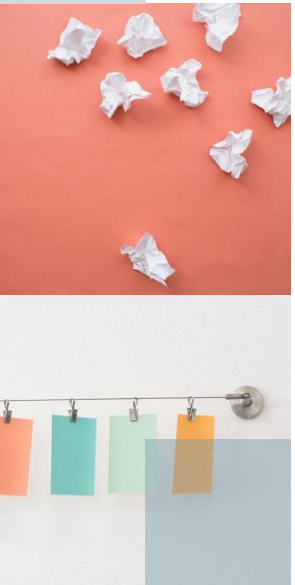
- How about punishment?



The experiments | Creativity

The kindergarten experiment

- The problem:
- Late parents ->
Overtime for teachers



The experiments | Conscience

The kindergarten experiment

- The solution:
- Fine for every late pick-up



The experiments | Conscience

The kindergarten experiment

- The result:
- Late pick-ups
INCREASED

Conscience



The experiments | Conscience

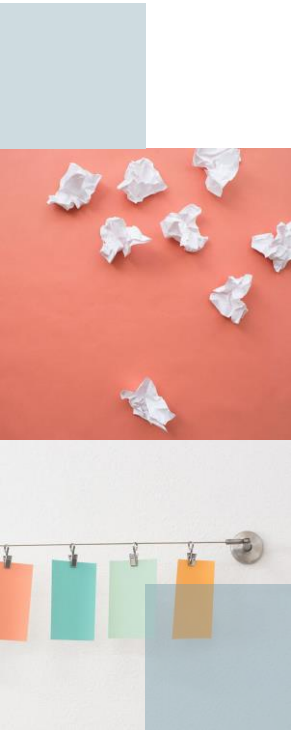
The kindergarten experiment

- The result:
- Late pick-ups
INCREASED



The fundamentals

- Money isn't bad
- Money is necessary
- Money is welcomed by everyone
- **Money is not always the answer**



The fundamentals

3rd drive

Enjoyment or
accomplishment

2nd drive

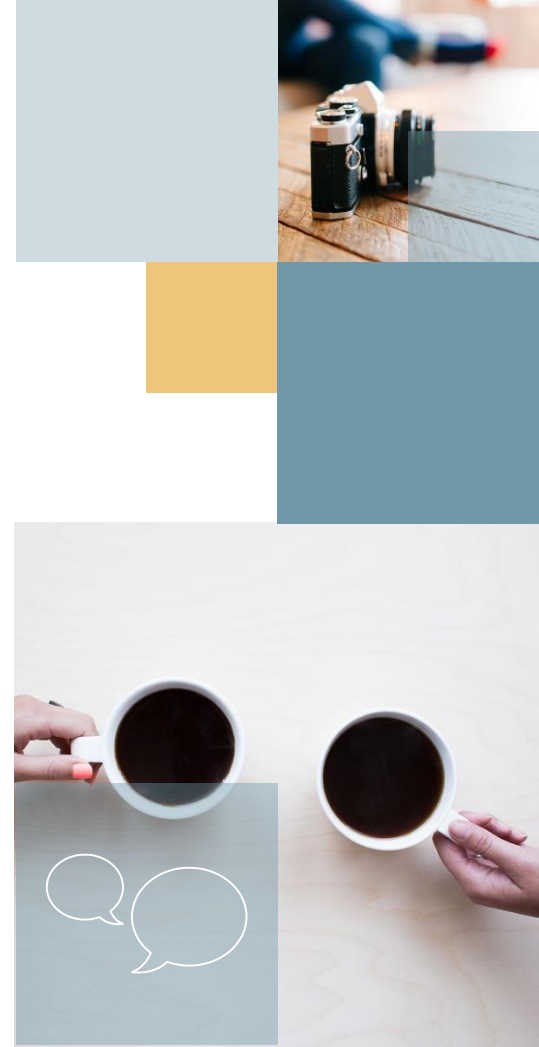
Seek reward &
avoid punishment

1st drive

Survival



Intrinsic motivation

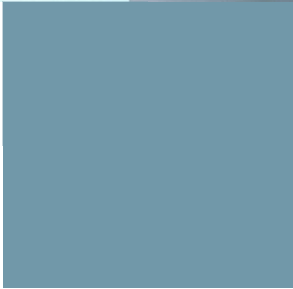
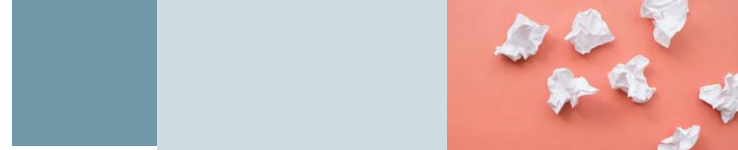
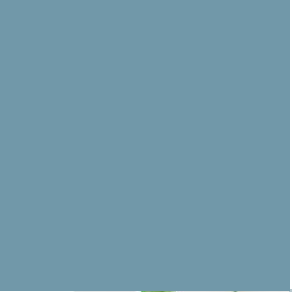
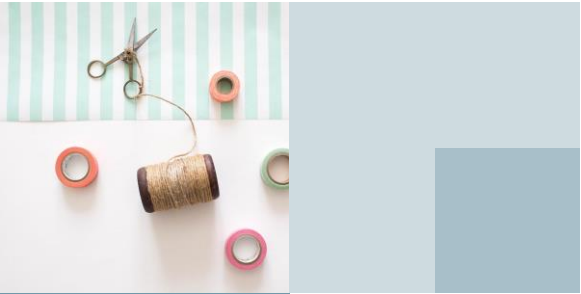


3rd drive

Autonomy

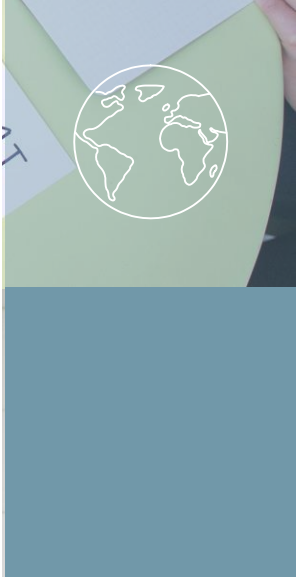
Mastery

Purpose





But is it all up to us?



Team dynamics

Building trust

How you
see yourself:



Building trust

How you
actually are:



Building trust

How others
see you:



Building trust

- Be on time
- Get your work done –
the boring stuff too!
- Be pro-active
- Communicate what you want and expect



People are equal, but not the same

- Recognize strengths and weaknesses
- Do not expect everyone to do the same things the same way
- Give choice
- Do not project your opinions/judgments on others



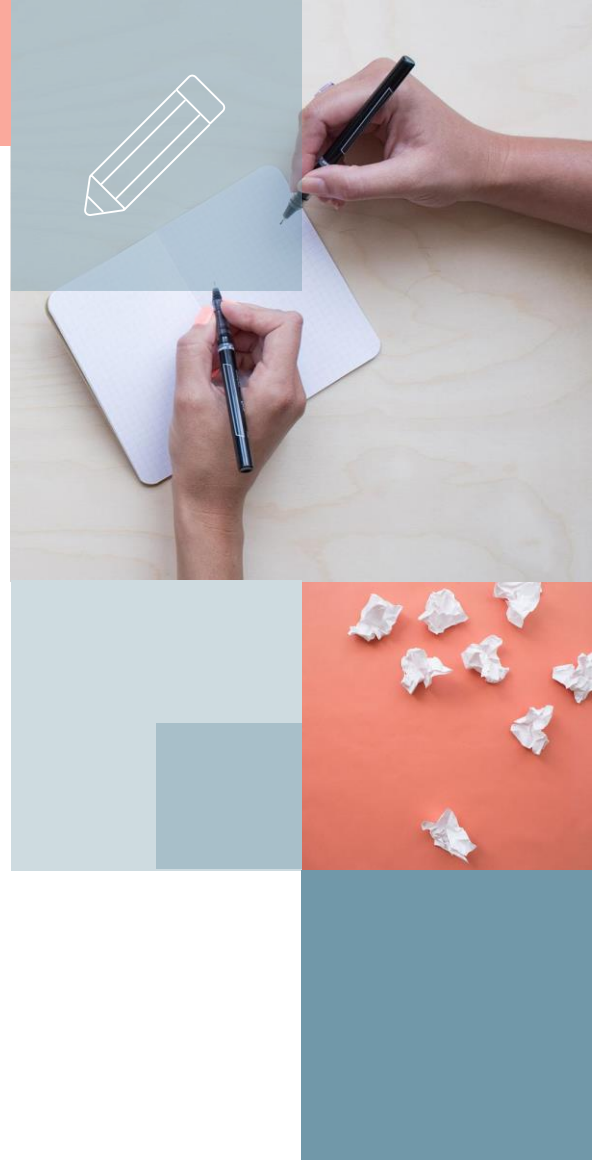
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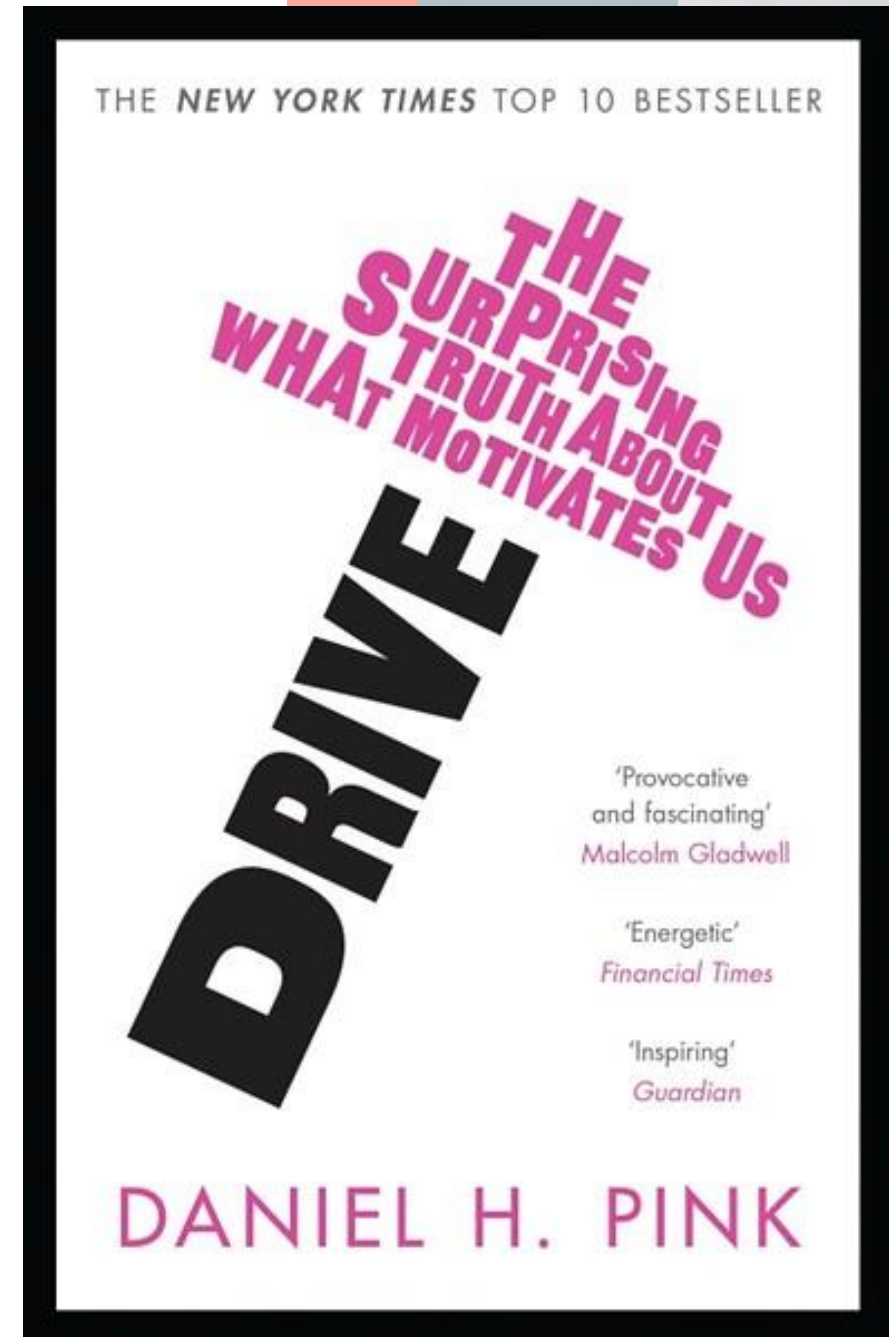
**"You manage things;
you lead people."**

Admiral Grace Murray Hopper



Resources & Credits

- Drive: The Surprising Truth About What Motivates Us, Daniel H. Pink
- Images:
 - Slide 7: Trinity II by Craig Drake
 - Slides x,x: Characters and images belong to their respective owners
 - <https://www.instagram.com/drawing.llamas/>
 - <http://www.pngmart.com/>
 - <http://pngimg.com/>
 - <https://www.freepik.com>





THANK YOU!

Any questions?

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