

Motivation

concept cards[©]

FOR TEAMS, MANAGERS OR LEADERS



A person's desire, intensity, direction and persistence of efforts to attain a specific objective.

OBJECTIVES & DRIVERS (only if success is assumed)

Achieve goals, anticipation of satisfaction
Gain skills or get better at something
Create sth (beautiful) · do sth pleasing
Improve (social) situation, security, future
Act according to convictions or beliefs
Desire to help or act loyal

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Get results, satisfy needs, fulfill necessities
Money, wealth, incentives, independence
Perks or money-equivalent benefits
Power, access to or control over resources
Status, recognition, certificates, honor
Concern to lose something or threats

Extrinsic motivating is when motivation is influenced by extrinsic means (WHAT and HOW).

MOTIVATORS

Purpose
Competence
Relatedness
Autonomy
Acceptance

H
O
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DEMOTIVATORS (for motivated / motivatable people)

Supervision & bureaucracy
Boring tasks & waste of energy
Lack of appreciation
Poor work conditions
Assumed unsuccessfulness

Lack of autonomy or recognition
Uncertainty & absence of job security
Perceived unfairness in pay & benefits
Perceived injustice or inequality
Perceived waste of energy

ALLIES (for motivated / motivatable people)

Discipline · Routines · Time pressure · Fixed time slots
Flow & Desire · Priorities · Milestones · Deadlines
Visibility · Scalability · Importance · Improvem. · Developm.
Competition · Measurement · Rewards · Reliefs · Breaks
Groups · Teams · Pairs · Sharing · Communities

ANTI DRIVERS (to deal with)

Reduce effort, strain or risk
Evade resistance · Save energy
Maximize idle time · Relax
Consume and be comfortable
Procrastinat. · No direct reward

Motivated People

Motivatable People

Unmotivatable People

Spectrum

How to
Interact

Support / Expose

Incentivize / Sanction

Leave alone / Ignore