

# Motivation

What motivates and what demotivates people

## Drivers of intrinsically motivated people

Achieve goals

Gain skills

Create sth (beautiful) · do sth pleasing

Act according to convictions

Improve situation, security, future

Desire to help or act loyal

## Demotivators for people

Supervision & bureaucracy

Boring tasks & waste of energy

Perceived injustice or inequality

Perceived unfairness in pay & benefits

Lack of autonomy or recognition

Uncertainty & absence of job security

Lack of appreciation & poor work conditions

## Drivers of extrinsically motivated people

Money

Perks and money-equivalent benefits

Power

Access to or control over resources

Status, external recognition, certificates

Concern to lose something

## Drivers of less motivated people

Maximize idle time

Reduced effort or strain

Evade resistance

Have no interests or goals

Consume and be comfortable