

# MOTIVATION

(n.) mo-ti-va-tion [ mo tə váysh'n ] THE DRIVING FORCE BY WHICH HUMANS ACHIEVE THEIR GOALS.

## THEORY + IDEAS:

**Daniel Pink** says that once someone is paid sufficiently, three things impact Motivation:

**MASTERY:**  
We want to get demonstrably better at what we do.

**AUTONOMY:**  
We want to do our job free of micromanagement and add our own personal flair.

**PURPOSE:**  
We want to do work that we find personally meaningful.

## M = EXIXV

M = Motivation

E = Expectancy; Will my hard work result in measurable progress toward the goal?

I = Instrumentality; How likely is it that I will be rewarded (or punished)?

V = Valence; What is the size of the reward?



**30%**

OF EXECUTIVES SAY THAT MOTIVATING THEIR EMPLOYEES IS THEIR TOUGHEST JOB

## ACTION STEPS:

Ask your team what you can do to ensure that their hard work results in measurable results with a minimum of wasted effort (Expectancy).

Reflect on how those you lead are rewarded for excellence. Are you consistent and fair in your praise of those who have done exemplary work (Instrumentality)?

Ask a team member what non-monetary rewards they might find motivational.

## QUOTES:

*"Motivation is what gets you started. Habit is what keeps you going."*

– Jim Rohn

*"People often say that motivation doesn't last. Well, neither does bathing – that's why we recommend it daily."*

– Zig Ziglar

*"Success is not final, failure is not fatal: it is the courage to continue that counts."*

– Winston Churchill

## QUESTIONS TO LEAD BY:

Do you provide opportunities for people to get better at their job in measurable ways? Do you communicate and recognize this improvement? (Mastery)

Are those you lead free from unnecessary managerial oversight? What do you do to remove impediments to progress from their paths? (Autonomy)

Aside from a paycheck, why do the people you lead come to work in the morning?(Purpose)

**49%**  
OF EMPLOYEES LIKE VERBAL PRAISE



**70%**  
OF EMPLOYEES RECEIVE VERBAL PRAISE



THE AVERAGE AMERICAN EMPLOYEE WASTES **2HRS+5MIN** OF AN EIGHT HOUR DAY



**\$759 BILLION**  
COST OF TIME WASTED EVERY YEAR

COURTESY OF INCBLOT  
Organizational Psychology  
incblot.org

