motivation

instagram vs. reality

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What is the source of motivation?

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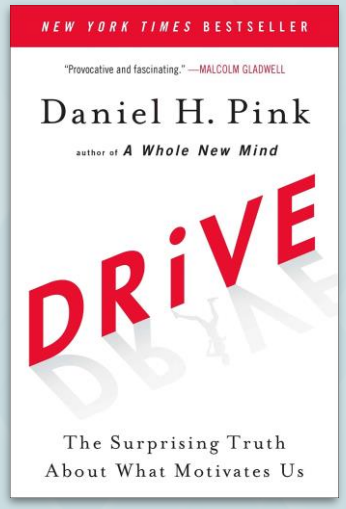
"From roaming the savannah to gather food to scrambling for the bushes when a saber-toothed tiger approached, [the drive to survive] guided most of our behavior... It worked well. **Until it didn't.**"



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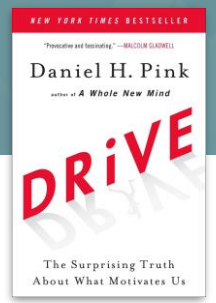
Motivation 1.0

1st Drive: Biological

Assume we are driven by our biological and survival needs



Source: Drive by Daniel H. Pink; Graphic from Readingraphics

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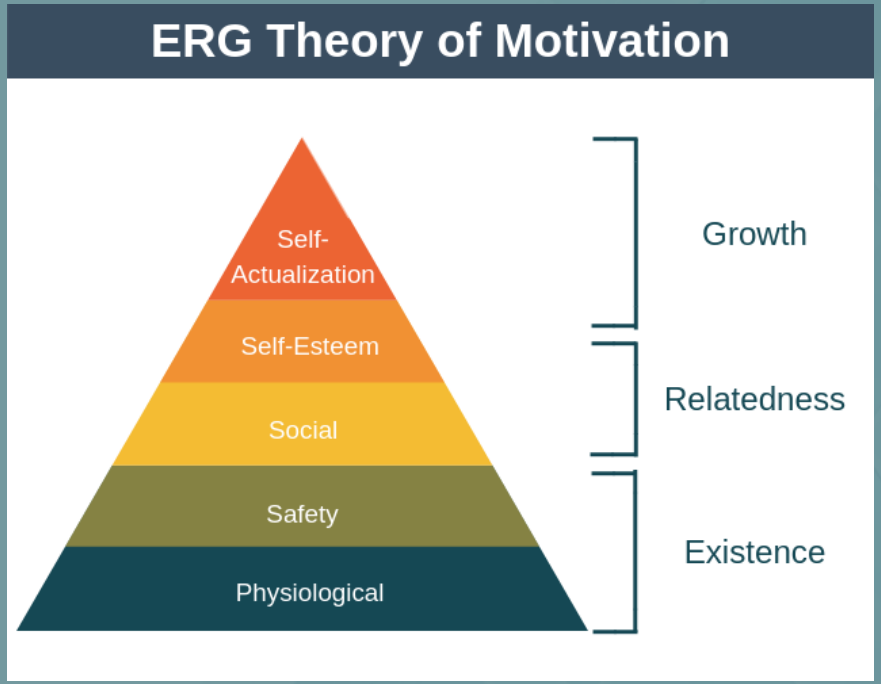
Motivation on Instagram



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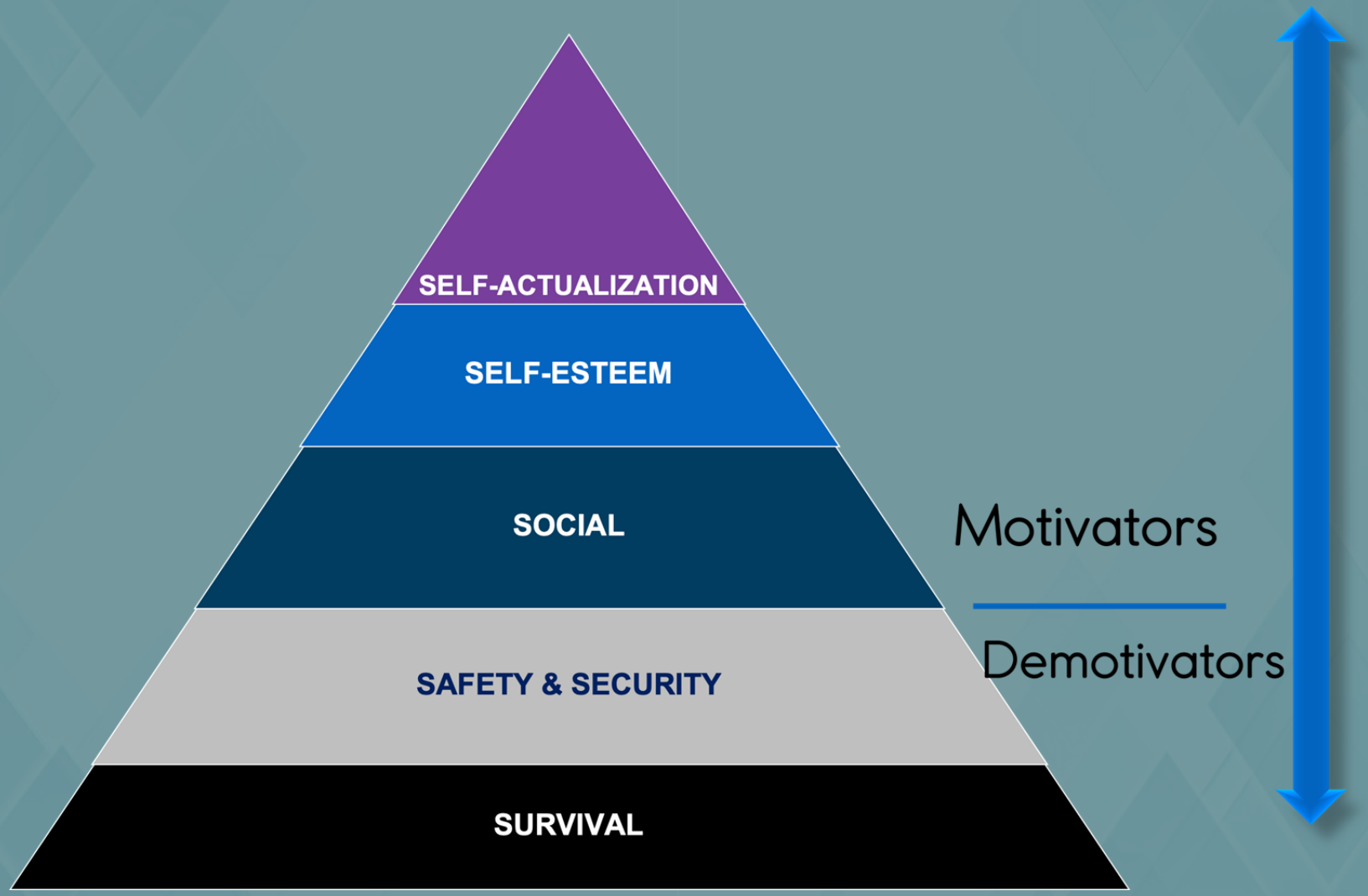

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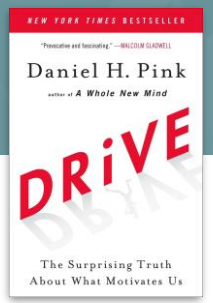
Motivation 1.0
1st Drive: Biological

Assume we are driven by our biological and survival needs

Motivation 2.0
2nd Drive: Extrinsic

Assume we seek rewards and avoid punishments



Source: Drive by Daniel H. Pink; Graphic from Readingraphics

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performance management process

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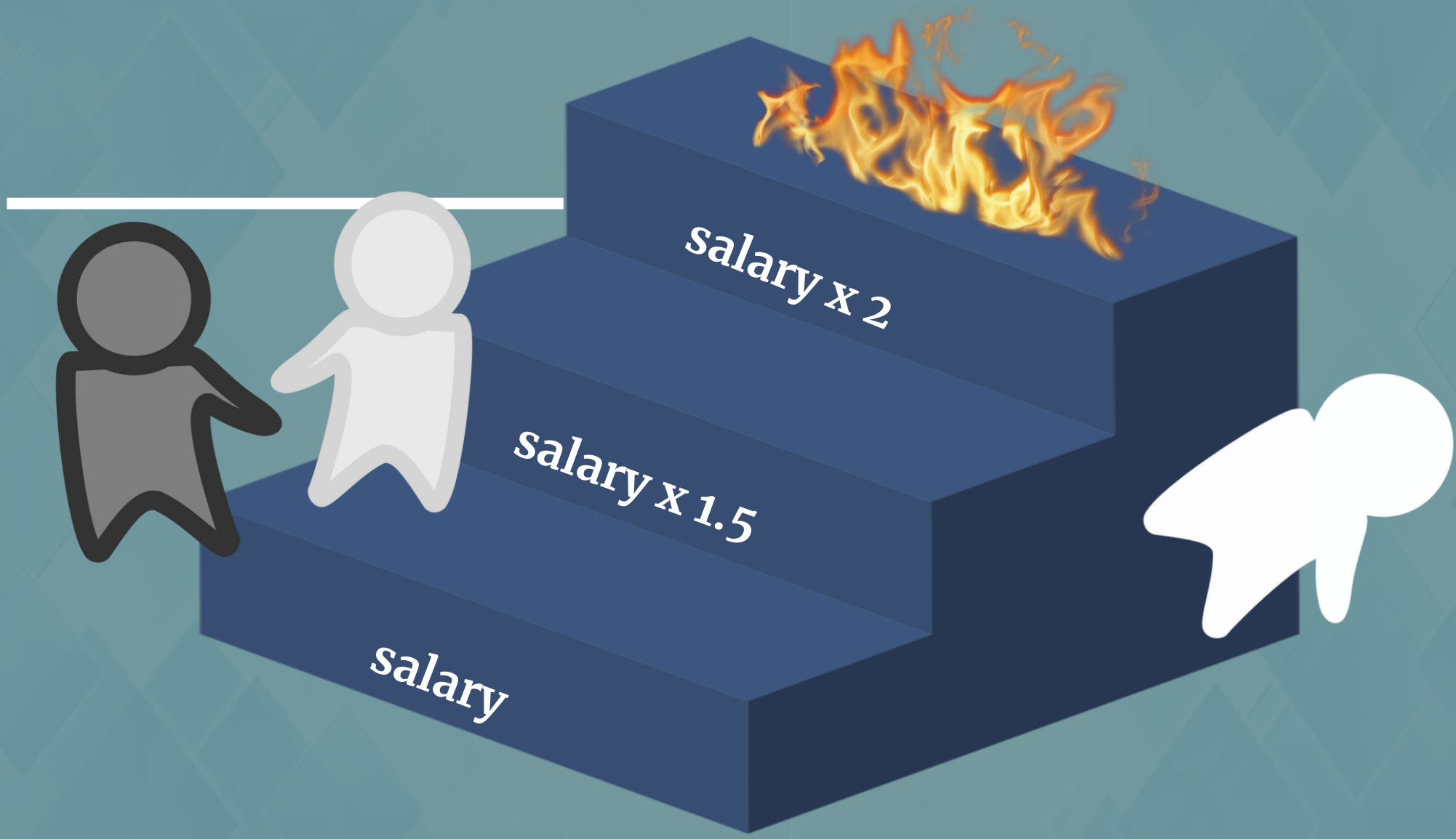

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the 7 deadly flaws of carrots & sticks

1. They can extinguish intrinsic motivation.
2. They can diminish performance.
3. They can crush creativity.
4. They can crowd out good behavior.
5. They can encourage cheating, shortcuts, and unethical behavior.
6. They can become addictive.
7. They can foster short-term thinking.

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Motivation 1.0
1st Drive: Biological

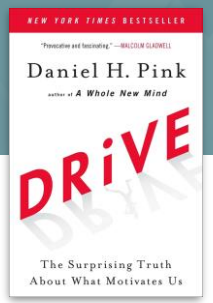
Assume we are driven by our biological and survival needs

Motivation 2.0
2nd Drive: Extrinsic

Assume we seek rewards and avoid punishments

Motivation 3.0
3rd Drive: Intrinsic

Assume we also have intrinsic desires to create, learn and better the world



Source: Drive by Daniel H. Pink; Graphic from Readingraphics

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hygiene factors

- Policy
- Supervisor
- Work Conditions
- Salary
- Status
- Security
- Personal Life

Dissatisfaction — No Dissatisfaction

motivation factors

- Achievement
- Practice
- Work Itself
- Responsibility
- Advancement
- Personal Growth

No Satisfaction — Satisfaction

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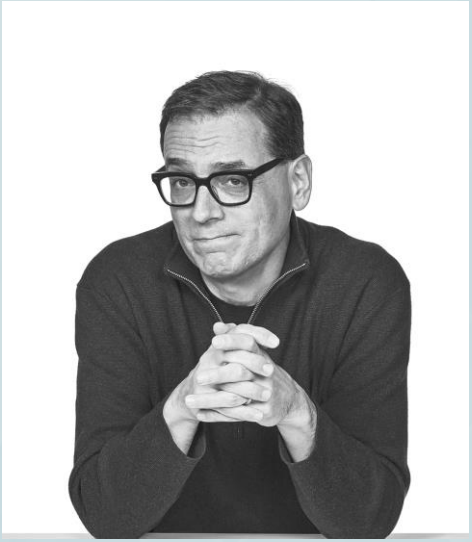
“Management is great if you want compliance. If you want engagement, self-direction is better.”

Daniel H. Pink



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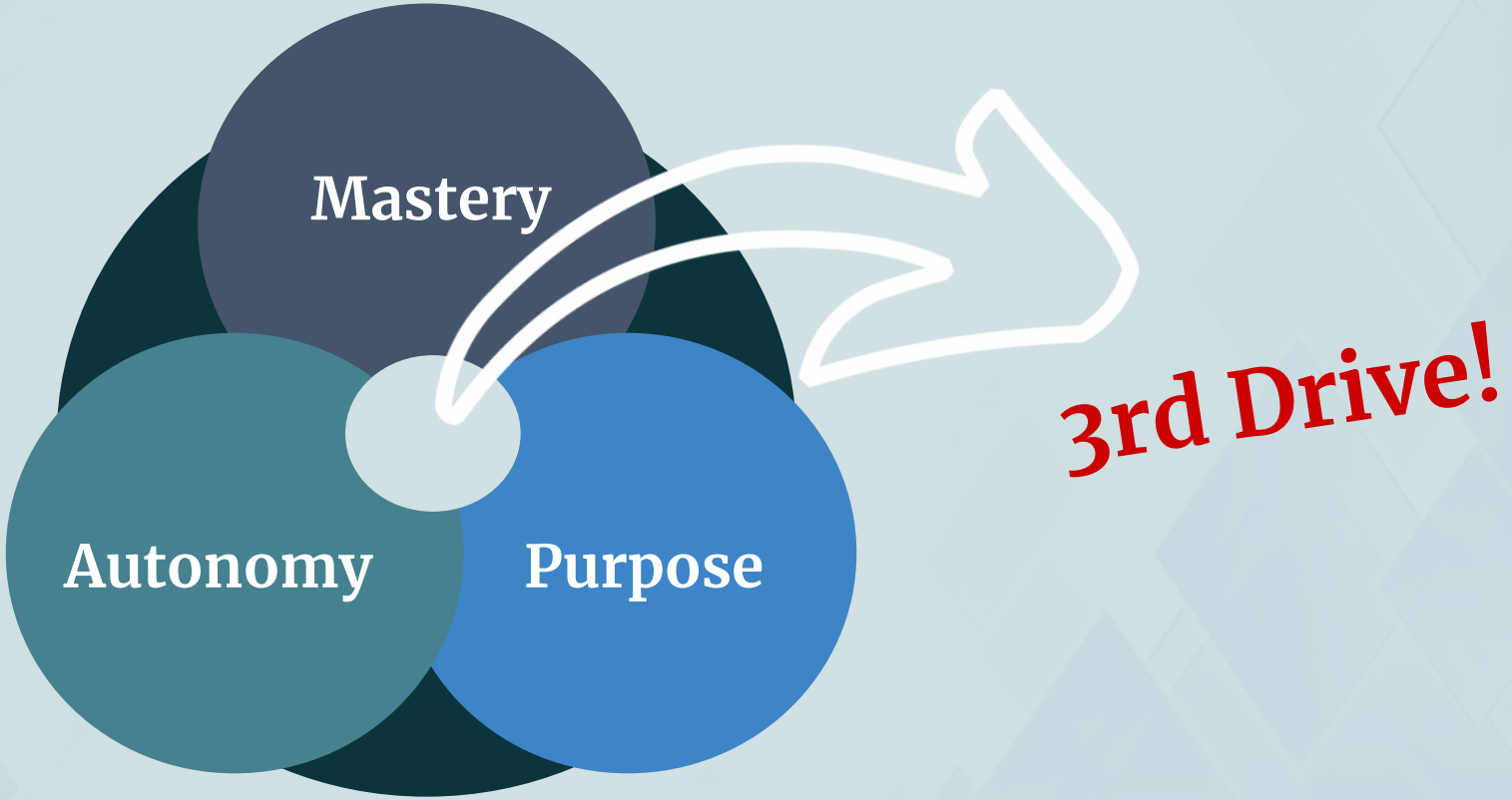
3 Factors Lead to Better Performance & Personal Satisfaction



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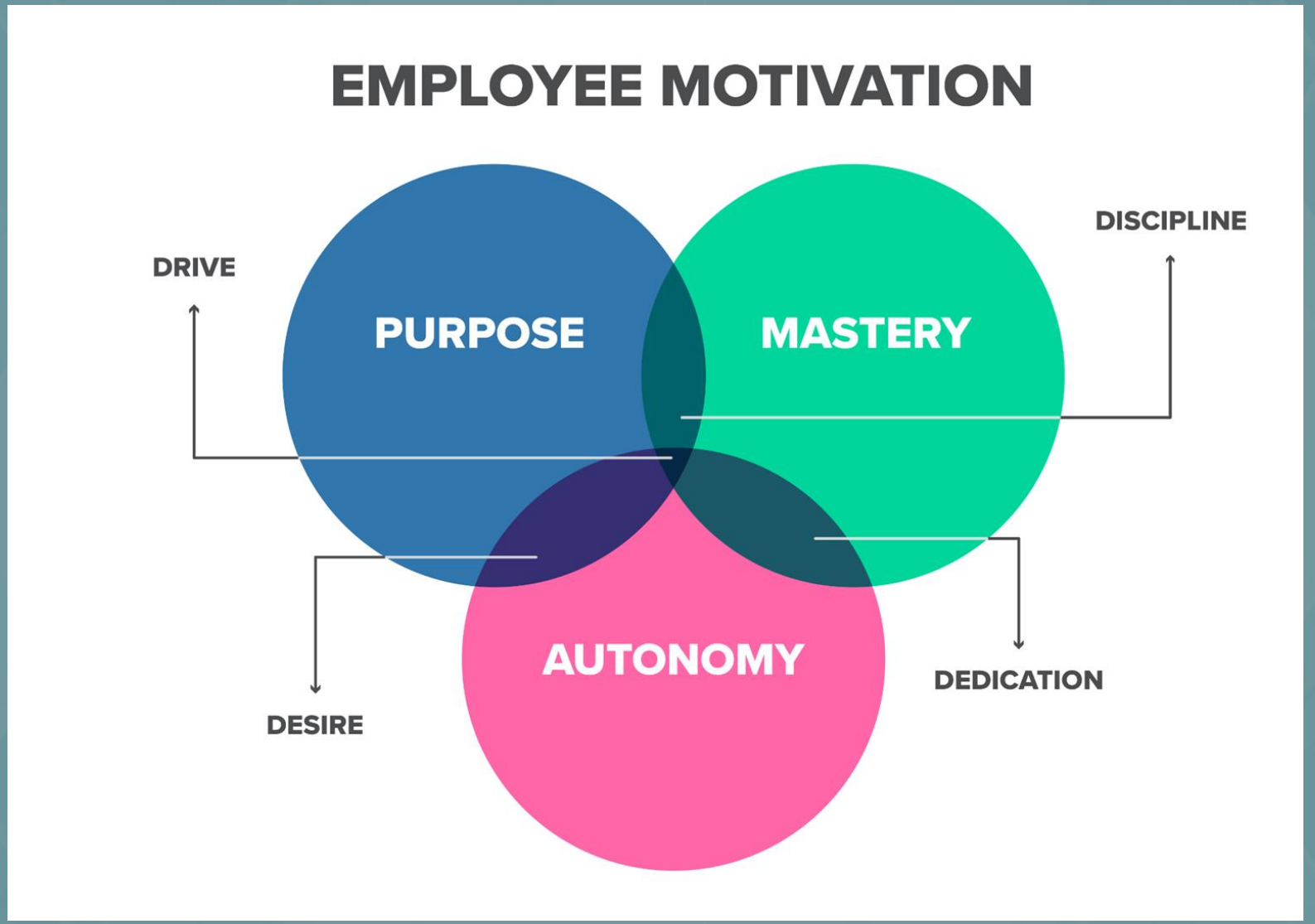

Source: Gamify

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Source: Wrike

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create a development culture!

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- Feedback
- Motivation
- Development

ASK: What motivates you?

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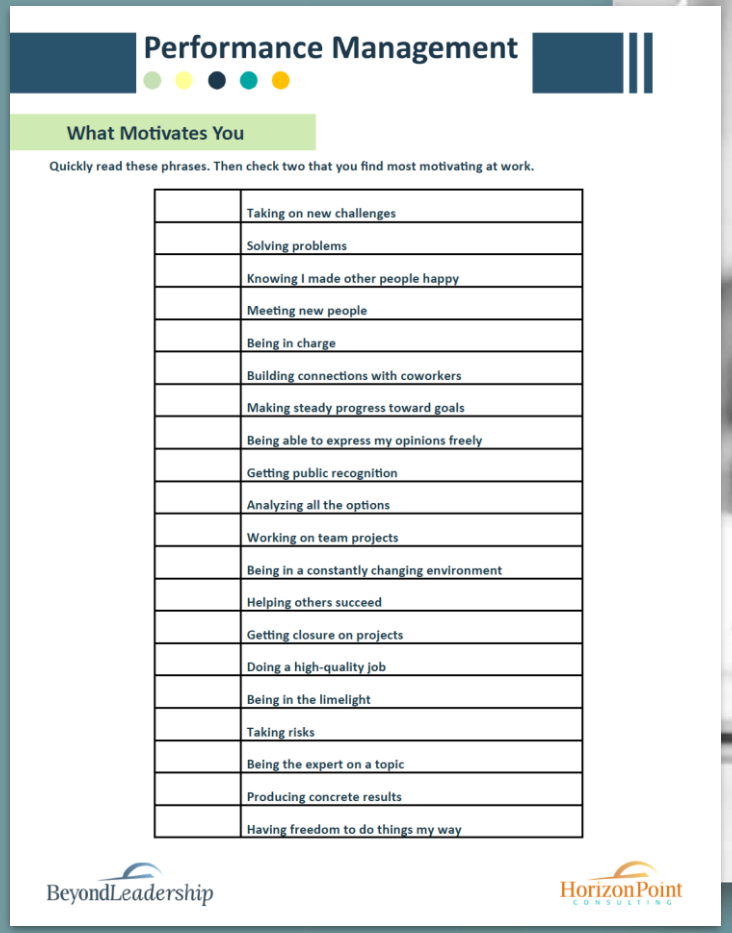
motivation

Quickly read these phrases and check two that you find most motivating at work.

Then, put an X through the two that you find least motivating, maybe even draining.



Performance Management

What Motivates You

Quickly read these phrases. Then check two that you find most motivating at work.

	Taking on new challenges
	Solving problems
	Knowing I made other people happy
	Meeting new people
	Being in charge
	Building connections with coworkers
	Making steady progress toward goals
	Being able to express my opinions freely
	Getting public recognition
	Analyzing all the options
	Working on team projects
	Being in a constantly changing environment
	Helping others succeed
	Getting closure on projects
	Doing a high-quality job
	Being in the limelight
	Taking risks
	Being the expert on a topic
	Producing concrete results
	Having freedom to do things my way

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remember demotivation

How might the environment you create be demotivating to others?

Performance Management

What Motivates You

Quickly read these phrases. Then check two that you find most motivating at work.

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BeyondLeadership

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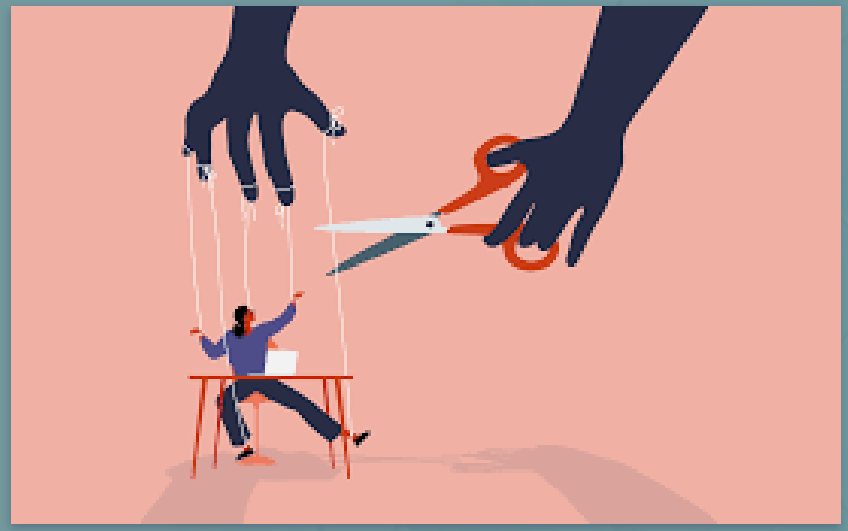
enable autonomy in the workplace

1. Establish principles, not policies

1. Invest in responsiveness and relatedness

1. Give employees the tools they need to work autonomously anywhere



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encourage mastery in the workplace

1. Create margins.
2. Reward learning behaviors.
3. Celebrate SMEs.

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build purpose in the workplace

1. Establishing company mission, vision, and values.
2. Hire and retain people that align with your organization's values.
3. Allow people to define their own purpose.

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the structure of flexibility

All of this has to be customized for you and for your organization.

How do **you** address expectations/rules/order/structure?

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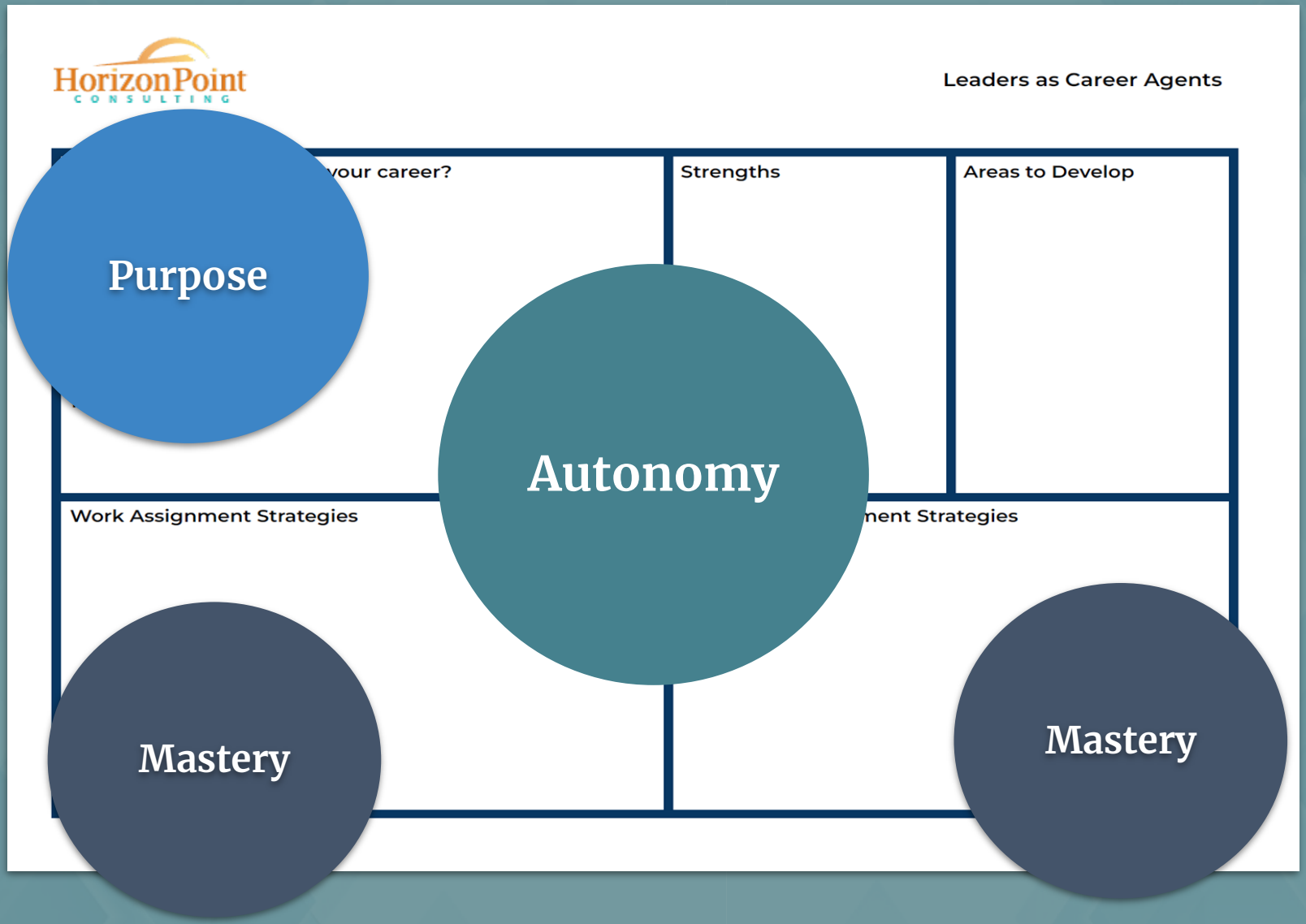

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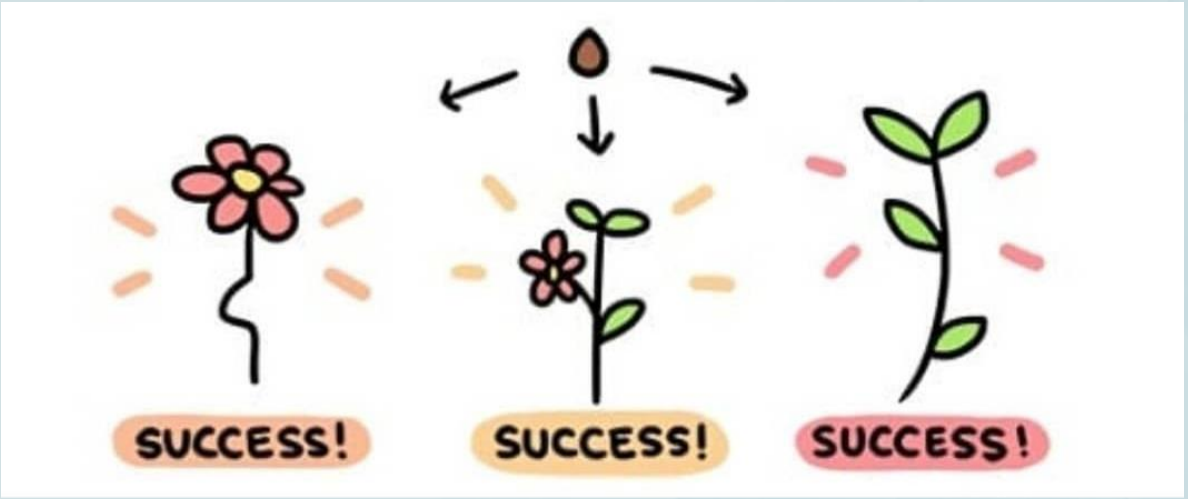
Instagram

Reality



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thank you

Jillian Miles Massey
jmm@horizonpointconsulting.com

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