

New Research

Key Point and Factors

Why - What

How

Motivation – Part 2

Additional Research

New Research #1

- Dan Ariely: What makes us feel good about our work?
- *TED talk (20:26 min)*
- *Filmed October 2012 at TEDxRiodelaPlata*
http://www.ted.com/talks/dan_ariely_what_makes_us_feel_good_about_our_work
- **What motivates us to work?** Contrary to conventional wisdom, it isn't just money. But it's not exactly joy either. *It seems that most of us thrive by making constant progress and feeling a sense of purpose.* Behavioral economist Dan Ariely presents two eye-opening experiments that reveal our unexpected and nuanced attitudes toward meaning in our work.

MO Formula

- **POSITIVE MO (vs Negative Mo)**
 1. **Provide Meaning** (*set goals / allow creativity / challenge them / allow ownership / pride*)
 2. **Acknowledgement** (*positive reinforcement*)
 3. **Effort Must be Involved** (*hard work*)
 4. **Create a Connection** (*care*)
- **Develops PRODUCTIVITY + HAPPINESS**

New Research #2

- **RSA Animate-Drive: The Surprising truth about what motivates us - *Dan Pink talk @ RSA (10:48 min)***
<https://www.youtube.com/watch?v=u6XAPnuFjJc>
- **Uploaded April 1, 2010 by RSA**
- This lively RSA Animate, adapted from Dan Pink's talk at the RSA, illustrates the hidden truths behind what really motivates us at home and in the workplace.
- A study showed that monetary incentives are great for routine, mechanical work. But how does it play when talking about cognitive, advanced tasks? *Not well at all.*
- **Learn more about - *THE RSA – interesting!***
<https://www.thersa.org/about-us/>
**Alex Kulwik and Kristen Scullin found this Research for my 492W class (spring semester of 2015)*

Key Point and 3 Key Factors

- **KEY POINT** - When task gets more complicated, it requires some conceptual creative thinking
- **3 KEY FACTORS INVOLVED IN MOTIVATION**
 1. **AUTONOMY** – the desire to be self directed
(*Engagement = better productivity*)
 2. **MASTERY** – the urge to get better at stuff
 3. **PURPOSE** – challenge and mastery = making a contribution = purpose

Why – What?

- Why this new research is important?
- What impact can it have?
 1. If you want your team / staff to be truly happy and maximize their knowledge-skills-drive = *use science versus tradition*
 2. What = **TREAT PEOPLE LIKE PEOPLE**
 3. Build an organization and staff that is at it's best (*better off and improving everyday*)
 4. Make the community you live-work in a better place (*fun-happy-healthy-successful*)

How - Workshop

- **How** (*Concrete Illustrations – examples*) can you use this new research with your team – both athletes and staff?
 1. **Autonomy:** *How – leadership – specific examples within your organization?*
 2. **Mastery:** *How – leadership – specifics?*
 3. **Purpose:** *How – leadership – specifics?*
 4. **Final:** *Where – apply to your Portfolio?*