

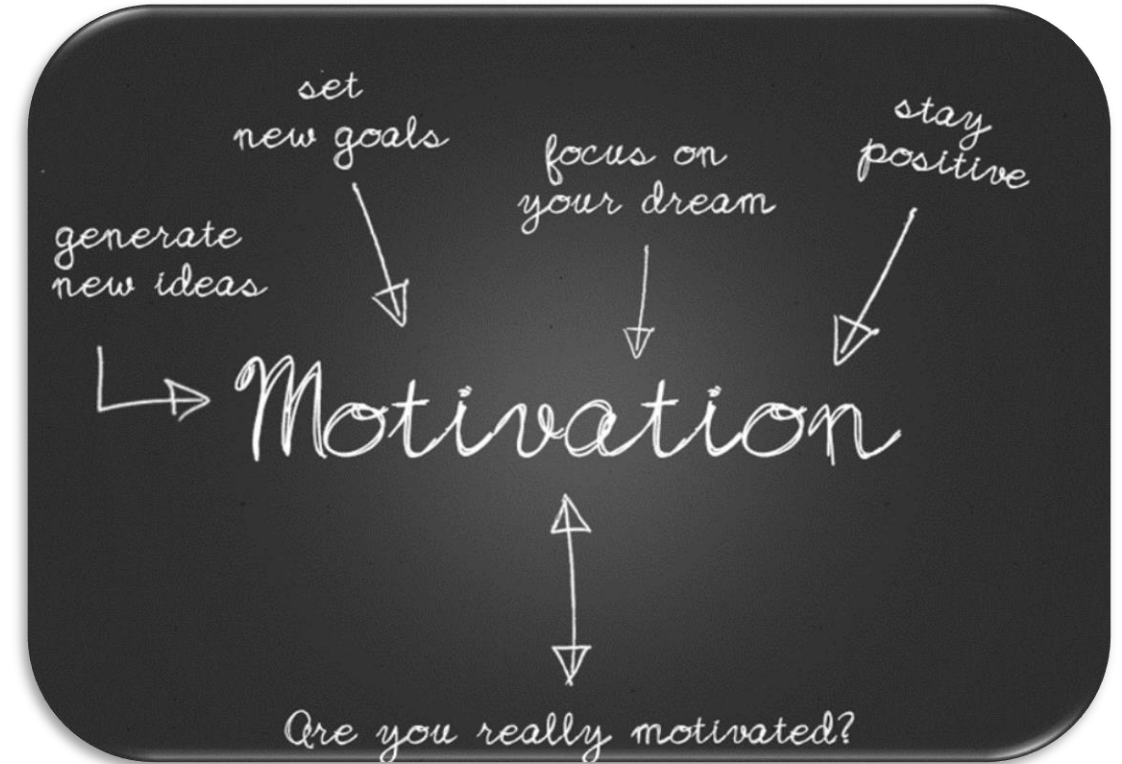


**MOTIVATION AND LACK OF  
RECOGNITION IN THE  
WORKPLACE**

**Intrinsic Motivation**

- **Objectives of the Module**

The general objective of this module is to bring the knowledge of extrinsic motivation to the managers of companies within the TRAINING SYSTEM FOR MANAGERS IN TIWA



- **Aim:**

This topic aims to present Intrinsic motivation definition and techniques.

- **Objectives:**

- To have a better understanding of intrinsic motivation
- To avoid lack of intrinsic motivations
- To learn techniques to increase motivation



- **Definition**

Motivation is the force that drives people to carry out any type of activity or to initiate and maintain all the projects that are proposed. This motivation acts both on a professional or academic level, such as initiating a competition, and on a personal level, such as starting a weight-loss diet. To achieve these objectives, the person relies on a series of motivations that can be intrinsic or extrinsic

Throughout this presentation we will explain what extrinsic motivation consists of, as well as the differences between it and intrinsic motivation and what stages the person goes through with this type of motivation



- **Definition:**

**Internal and external factors that stimulate desire and energy in people to be continually interested and committed to a job, role or subject, or to make an effort to attain a goal.**



**Motivation**



➤ **Intrinsic motivation**



➤ **Extrinsic motivation**



- **Extrinsic motivation**, as opposed to intrinsic motivation, does not come from within the person, but is about all those stimuli or rewards that the individual needs to perform a certain action or activity or to put more interest and effort into it. In the strictly working environment, extrinsic motivation would be all those factors or stimuli that come from outside, i.e. external. The most common example of extrinsic motivation would be economic incentives but, as we will see below, there are many other factors and spheres of influence in extrinsic motivation that should not be neglected.



- **Intrinsic Motivation.** Intrinsic motivation is done for internal reasons, for example to align with values or simply for the hedonistic pleasure of doing something. In work, people are intrinsically motivated by working for an inspiring leader or in areas where they have a personal interest..
- ***"Intrinsic motivation refers to the desire to seek, by one's own will, tasks and challenges to expand and train one's skills, and also to explore and learn, without the need for external rewards"***



- **Intrinsic motivation** refers to motivation that comes from within the individual rather than any external reward. It is associated with the desire for self-realization and personal growth, and is related to the pleasure the person feels when performing an activity, which allows a person to be in a "Flow State" when performing the activity.
- For example: **an individual who attends the training sessions of his soccer team simply for the pleasure of practicing his favorite sport.**







There are different ways to increase your intrinsic motivation. We would like to introduce you to a scientifically based process: the theory of self-determination.



It is based on the fact that all human beings have three innate (unlearned) psychological needs, and when those needs are met, we are motivated and productive and happy:





Therefore, the theory of self-determination (SDT) is a theory of motivation and for intrinsic motivation, which consists of three steps:

- Competence
- Autonomy
- Relationship





- **Competence:** We seek to control what we do, to experience mastery of our abilities.
- **Autonomy:** We seek to be the directors of our own life.
- **Relationships:** We seek to interact, be connected and care for others.

**Accordingly, to motivate others to give their best, rather than trying to motivate them directly, what we must do is create the right environment for them to meet those natural needs.**



- The intrinsic motivation is the type of motivation more **linked to a good productivity**, because where the individual is given, he does not limit himself to fulfill the necessary minimums to obtain the reward, but he gets personally involved in what he does and decides to put in it a great part of his effort.



- **Intrinsic motivation**

- ❑ When you are motivated to complete a task because of **personal goals** or rewards.
- ❑ You are performing the activity because of some internal drive as opposed to an external reward of some kind.
- ❑ With intrinsic motivation, the behavior itself becomes the reward.



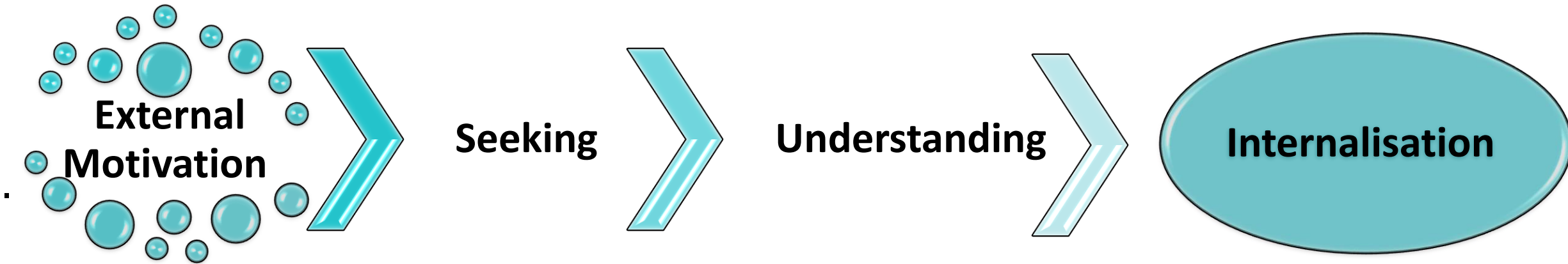
- Intrinsic vs. extrinsic motivation: which one is better?
- ❖ Intrinsic and extrinsic motivations **are not mutually exclusive**.
- ❖ Extrinsic motivation is beneficial in some cases. For example, working towards gaining a reward of some kind can be helpful when you need to complete a task you might normally find unpleasant.
- ❖ Intrinsic motivation, however, is typically a more effective **long-term method** for achieving goals and completing tasks in a way that makes you feel fulfilled.



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- It is possible to internalize motivation





- How is this type of motivation promoted?
  - ❖ We will fundamentally build on what Deci and Ryan's theory of self-determination proposes. One of the fundamental objectives in moving from the extrinsic to the intrinsic is to focus on meeting our needs for autonomy and self-determination.
  - ❖ In the workplace, thinking in terms of "**I have to**", "**I should do...**" leads us to feel overwhelmed, pressured, and to feel that we are full of imposed "mandatory" tasks. We feel tied down, and even if we are paid for these activities (which promotes extrinsic motivation), it may not be enough to make us feel good



- How is this type of motivation promoted?

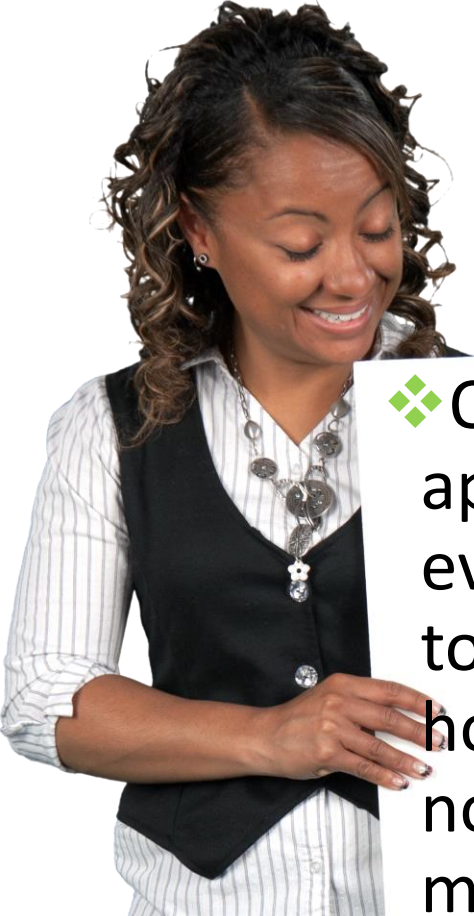


❖ It's good to try to put aside the **"I have and I should" backpack and start thinking about the "I want"**. When we think about what we want to do we are meeting our needs for autonomy and self-determination. Today in my work: do I want to feel that I have contributed something positive? do I want to feel that I have helped someone else? do I want to feel satisfied with the effort I have made? do I want to learn new things?.



- How is this type of motivation promoted?
  - ❖ Then we can ask ourselves: **"to achieve that which I want to do, what can I do to achieve it?** When we consider what we can do, we are encouraging the need to feel competent and in control of what we do, and we are putting ourselves in the driving seat of our life. It is up to us to choose to do our job well, to choose to help someone else, to choose to seek out more information to learn a little more...





❖ Obviously, we will not be able to apply this change of perspective in every situation, but it can be useful to reflect on why we do things and how we can change those that do not make us feel good and are modifiable.



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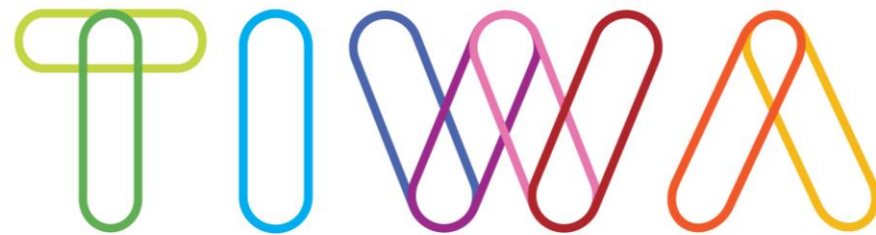
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