Motivation

“The truth is that all of us attain the greatest success and happiness possible in this life whenever we use our native capacities to their greatest extent.”

- Smiley Blanton

Tools and Strategies for Enhancing Motivation, Engagement, and Collaboration
Motivation

Intrinsic

Extrinsic
LEVELS OF EXTRINSIC MOTIVATION

- Controlled Extrinsic Motivation
- Autonomous Extrinsic Motivation
- Autonomous
Universal Needs

- **Competence**
  - People need to feel effective in their efforts, be able to make use of their strengths, and feel capable of achieving desired outcomes.

- **Relatedness**
  - People need to feel connected to, understood and valued by others.

- **Autonomy**
  - People need to feel a sense of ownership and self-direction in their behavior and work.
SUPPORTING AUTONOMOUS MOTIVATION

Assess

Plan

Reinforce

Assess → Reinforce → Plan → Assess
WHAT ABOUT ... REWARDS
WHAT ABOUT COLLABORATION?

First of all, what is it?
COLLABORATION VS...

- Complex
- Complicated
- Chaotic
- Simple

- Collaboration
- Co-operation
- Co-ordination

Source: anecdote.com
DEFINING COLLABORATION

A process that fosters innovation and advanced problem solving among people who:

– are of different disciplines, organizational ranks, or institutional settings;
– band together for advanced problem solving;
– discern innovative solutions without regard to discipline, rank, or institutional affiliation;
– enact change based on a higher standard of organizational outcomes.

(Kinnaman & Bleich, 2004)
KEY SKILLS FOR COLLABORATION

• Fostering trust
• Relationship building
• Communication
• Inclusion – Valuing and leveraging the broad range of diversity
8 FACTORS FOR SUCCESS

• Investing in signature relationship practices
• Modeling collaborative behavior
• Creating a “gift culture”
• Ensuring the requisite skills
• Supporting a strong sense of community
• Assigning team leaders that are both task- and relationship-oriented
• Building on heritage relationships
• Understanding role clarity and task ambiguity

(Gratton and Erickson, HBR – Nov, 2007)