



Diploma Delegates



Performance Enhancement

A New Take on the Art of Motivation

Article - 10 min read & content link



By the end of this article you will have been introduced to an interesting perspective on the art of Motivating your teams. Motivating your colleagues and team members is a complex Management & Leadership challenge, and the old approaches are increasingly proving to not be as effective as once thought. This article offers a more contemporary perspective on how Managers & Leaders can motivate those around them in the workplace.





The Scientific Mismatch

“Money is a motivator” says Dan Pink, but, he argues, is possibly not the motivator for great performance we think it is. Studies show that performance management approaches that rely on financial incentive like bonuses and pay rises do not always have the impact on performance we tend to assume they do. He argues that there is more capacity for great performance through his model “the three elements of intrinsic motivation.” And challenges us to be more creative in how we engage our employees to produce great performance. In this video, you will find a talk by Dan Pink where he gives a comprehensive summary of the key ideas he proposes.

[Click Here](#)



Take some time to reflect

Think about Dan Pink’s ideas and consider to what extent have you explored the sense of “Autonomy, Mastery & Purpose” with your team members? What opportunities are there to engage more through empowerment, helping them understand their contribution to the big picture, and helping them feel successful? Is there too much focus on advancing salary grades to drive performance in your team? Try to question more around these areas when meeting with your team and see where that takes you...





Further Reading/Watching

If you would like to explore more of Dan's ideas then his book is called: Drive – The Surprising Truth About What Motivates Us.

You can also check out this TED Talk about Motivation, where he elaborates more on his ideas.

Dan Pink - The puzzle of motivation

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