




UNDERSTANDING MOTIVATION

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TYPE	EXTRISIC	INTRISIC
Factors	 Positive Reinforcement: Reward the behavior you want	 Relatedness: Build trust and belonging in the person/team
	 Negative Reinforcement: Punish the behavior you don't want	 Competence: Build skills and confidence in the person/team
	 Extinction: Ignore the behavior you don't want	 Autonomy: Build initiative and ownership in the person/team
METHOD	COMPETITION	COLLABORATION
Result	 Transactional: Getting the job done but nothing more. Action driven by rewards and punishments.	 Transformational: Going above and beyond in all you do to accomplish a task Action driven by a belief in excellence.