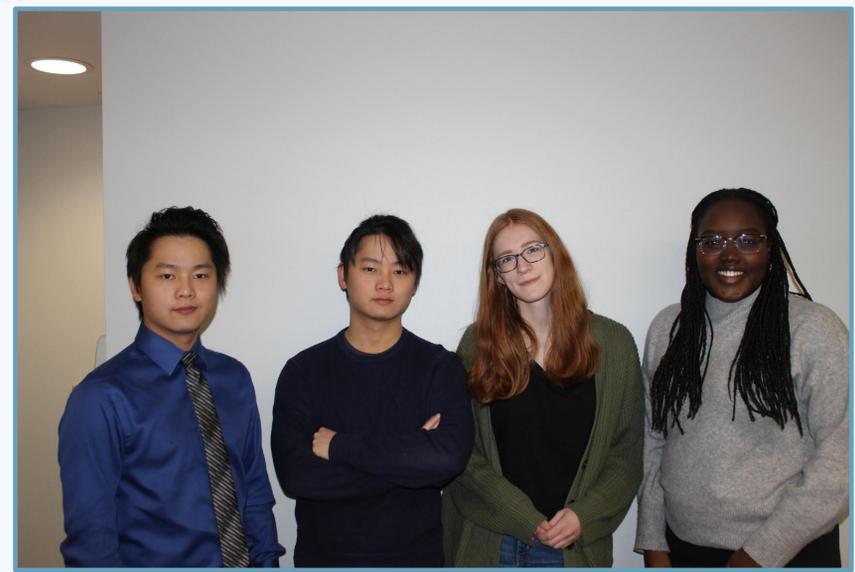
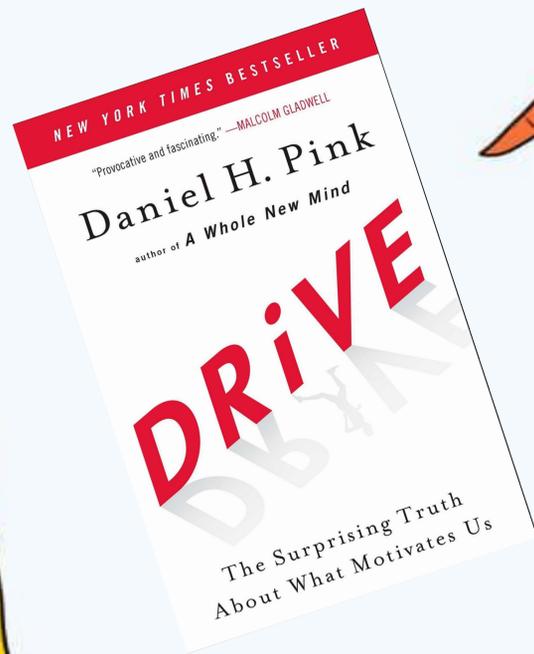
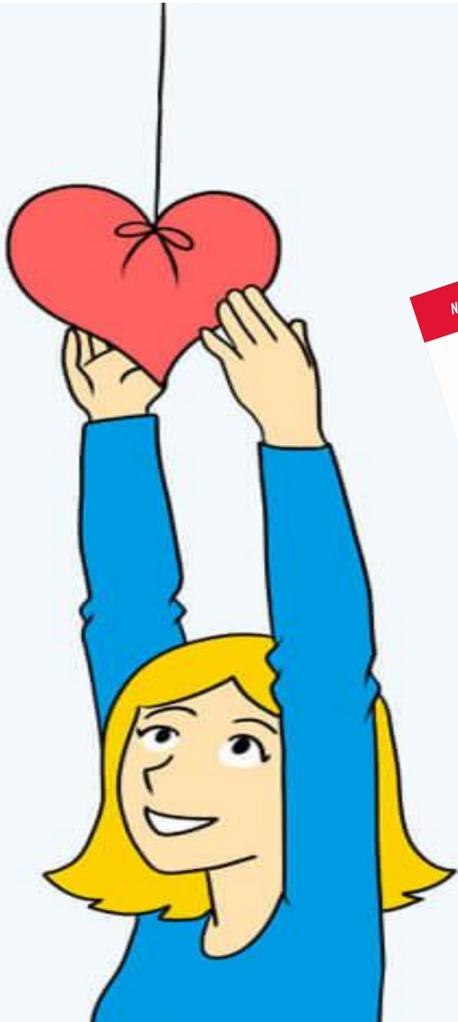


The Solution to Creativity Through Motivation



Promoting innovation through Daniel Pink's theory of intrinsic motivation

WHAT IS IT?

There are two types of motivation: Extrinsic and Intrinsic. Extrinsic is when an employee complete activities in order to have a positive and tangible consequence, such as rewards. While intrinsic motivation involves being driven by intangible rewards such as recognition and praise.

Extrinsic motivation may be valuable in a short-term condition. Intrinsic motivation is more essential in the workplace because it encourages internal awards leading to higher overall productivity.

Intrinsic motivation is utilizing the feeling of meaningfulness. It provides an opportunity to employees to direct themselves, encourages their desire to improve and their desire to do more than requested.

WHY IS IT NEEDED?

Intrinsic motivation teaches employees that there isn't always a tangible goal that needs to be reached to achieve satisfaction. In low-moral workplaces, there are more than 50% of employees that aren't actively engaged.

Intrinsic motivation embodies a positive approach to working as it encourages managers to address employees needs through providing values to their work.

When a leader discusses their company, an intrinsic motivator would use "we" which helps "employees feel they're part of something significant and meaningful" (Pink, 2009). Employers should strive to include their employees in organizational goals since this will provide more engagement with employees and build strong relationships.

HOW IT WORKS:

Praise:
To increase employee satisfaction, a leader must acknowledge the efforts the employee contributed. Receiving praise will produce a repetition of the behaviour that's desired which increases employee productivity through the recognition from the employers.

Let Employees Take Control of Work:
If the work is given more flexibility, it could potentially create opportunities for employees leading to a less stressful working environment. It's essential for employees to create autonomy as it would motivate the employees to be creative with their personal skills. With "20 percent time", employers give employees 20% of their work time per month to complete projects they enjoy.

OUTCOMES

More positive results with successful implementation of motivation. Their morale will increase as stress reduced from the flexible and less stressful working environment.

Job satisfaction is increased since employees are able to push their passions forward while displaying their unused skills.

Proper implementation of motivation will also lead to better engagement between managers and employees from positive conversation. They create a sense of value for the work they produce.

Source: <https://www.perdoo.com/blog/intrinsic-motivation/> ; <https://www.amazon.com/Drive-Surprising-Truth-About-Motivates/dp/1594484805> ; <https://www.pngguru.com/free-transparent-background-png-clipart-eqqvu> ; <https://www.hiclipart.com/free-transparent-background-png-clipart-mjefr/download>