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Intrinsic and extrinsic motivation in sport and physical activity. Examples of intrinsic and extrinsic motivation in sport. Analysis of intrinsic and extrinsic motivation in sport. What is meant by intrinsic and extrinsic motivation. A hierarchical model of intrinsic and extrinsic motivation in sport and exercise. Advantages and disadvantages of intrinsic and extrinsic motivation in sport. An integrative analysis of intrinsic and extrinsic motivation in sport. What is motivation extrinsic and intrinsic.

The Best Employee Incentive Programs... What Is the Most Important Factor... Why Is Motivation Important? How to Write a Bonus Letter What Is the Difference Between... Performance Appraisal & Reward... What Are the Elements of a Total... Contests Ideas for Team Incentive How to Motivate Employees The Definition of Work Motivation High Achievers and How to Manage... Incentive Trips & Relationship... Theories & Principles of Motivation How to Create an Employee Recognition... Extrinsic Vs. Intrinsic Employee... Ideas to Uplift Office Spirit What Are the Causes of Intergroup... What Are the Benefits of Merit-Based... What Are the Purposes of Rewards... Since the recent economic downturn, there have been more nuanced discussions surrounding what kinds of benefits, rewards, and incentives really attract and satisfy employees. At the heart of motivation are two overarching categories: extrinsic and intrinsic. Here's what business leaders must know about each to deliver what employees desire and what will inspire their best performance. When an employee does something in hopes that it will result in a tangible, external reward or outcome, it's considered to be extrinsically motivated. Such stimuli typically come from an outside source -- in the professional world, this is often a supervisor or manager. Common forms include praise, promotions, raises, bonuses, or material rewards such as cars or trips. An employee can also be motivated by the desire to avoid negative external outcomes, such as a demotion, a negative review, being reprimanded, or having something taken away from them. Intrinsic motivation comes from within. Rather than something that is desired or received as a result of performing or accomplishing a task, it is performing the task itself that gives a person a sense of accomplishment or satisfaction. This includes things like personal or professional growth, overcoming obstacles, and achieving goals. Whether you agree with the adage, "money can't buy happiness" or not, there is a case to be made in support of this notion. Though no consensus has been reached, numerous experiments have been done over the years in attempts to settle the debate over whether extrinsic motivators (like money) can actually decrease a person's intrinsic motivation. There are also those who argue that this dichotomy can go so far as to interfere with happiness and potentially impact organizational performance. But there are also clear advantages. Extrinsic incentives can be used to motivate a group of people, which can spur healthy competition, collaboration, and productivity. Moreover, external motivators can lead to behavior shifts and accomplishments that may have otherwise remained unrealized potential. The most effective way to satisfy employees -- and really anyone, for that matter -- is by providing solutions and rewards that address their individual needs and desires. Consider personalities, for example: Some people have no problem with public displays of admiration and praise, while others find them uncomfortable, which in this case could be counterproductive. Other factors to consider in determining appropriate motivation include what professional life-stage of work they're in (establishing, mid-career, late career, etc.), what department or job function they support, areas in which they have excelled, and, of course, any direct requests or inquiries they've made. Many of Dotcom Distribution's employees are shift workers who have young families. Over time, we also observed that the frequency and timing of PTO requests coincided with religious holidays and observations. So, one of the ways we've learned to motivate our employees is by giving them a certain level of autonomy over their schedules. Today, we do this with a custom labor management system that allows them to pick and change their shift schedules using an intraorganizational app. While this is certainly classified as extrinsic incentive, it actually dovetails with the intrinsic motivation of feeling trusted and valued as an employee. There's no rule saying a person only falls into one camp. Intrinsic and extrinsic motivation are not mutually exclusive categories -- in fact, together, they generate holistic motivation. Employees appreciate and respond to managers who show an interest in their professional goals and interests, so the best research you can do starts with being present, supportive, and engaged. "I don't motivate my players. You cannot motivate someone, all you can do is provide a motivating environment and the players will motivate themselves." Phil Jackson, coach of the L.A. Lakers! have always been a big P4P - pay for performance - guy. Rewarding Employees for every increase in performance seemed to be the way to go. Now, not so much. As the Great Recession sweeps away the remaining vestiges of the Industrial Economy's Command & Control style of management (yeah, I know C & C has made a come back - as dictatorial practices always do in times of great fear and uncertainty - but it's only temporary), it is becoming more apparent that the way we compensate for performance is archaic (i.e. paying Employees an hourly wage to perform tasks only leads to Employees taking more time to perform the task or more supervision to ensure they will not take more time to perform the task). While using Extrinsic Motivation - raises, bonuses, and time off - to attempt to increase performance has some value in workplaces where rote/routine tasks cannot be avoided (i.e. an assembly line), at best, Extrinsic Motivation generates only short term results because of the ever escalating sense of entitlement Extrinsic Motivation encourages - Employees perform at the lowest level for which they are rewarded. Consider Vasil Alexeyev, the 1960's - 1970's super heavyweight Russian Olympic Lifter. The Russian government rewarded him with a predetermined amount of money each time he broke the world record which he held. And he broke the world record at every weight lifting event in which he competed - by exactly 1/4 pound! He had no incentive to perform at his highest level to collect the Extrinsic reward because he didn't have to! Like Alexeyev, Employees faced with the opportunity to collect Extrinsic rewards may perform only at the level necessary to get the reward, may stop performing once they have collected the reward, and may sacrifice other aspects of the work (i.e. quality) that they don't need to do to get the reward. The traditional application of Extrinsic Motivation (and this has nothing to do with paying people fairly - that's a given or no motivation works!) as the preferred method of generating Employee commitment and desire to perform is a tired idea in today's workplace where we want/need Employees to be self-directed high performers. Yet the use of Extrinsic Motivation won't die easily because most managers continue to subscribe to Theory X assumptions about Employees - since their only interest in the job is money, they will show little ambition without an incentive based motivation program. But there is an alternative: Instead of using Extrinsic Motivation to attempt to generate high performance, successful managers are using an integrative motivation strategy that emphasizes performance and satisfaction equally, based on these elements of Intrinsic Motivation: 1. Giving Employees more control over their jobs - Not giving Employees control over what they need to do, but rather how they need to do it. 2. Giving Employees the opportunity for growth in their job - Helping Employees develop the Skill Set necessary to do the job & presenting Employees with challenging work that keeps the job interesting. 3. By recognizing Employees need a defined Purpose that allows them to not only do the job but to also Care about the job. The Bottom Line: As Bob Dylan sings: "The times they are a changin'." And the way you seek to generate greater Employee involvement, commitment and performance needs to reflect the changes occurring in the Knowledge Economy. Question: Is your attempts at Extrinsic Motivation actually keeping them from performing at their highest level? Paul Glover, President Go to www.trainingeverydayleaders.com for more information about effective Compensation Programs in the Time of the WorkQuake™. Why do we lose motivation every now and then? Why is it that some people lose their inner spark over time, which is the pure source of inspiration? Life is full of ups and downs, and sometimes the "downs" or failures disappoint people so much that they lose the drive to achieve their goals. It also has a spiral effect where they start missing opportunities and lose the direction of life. If you also find yourself feeling lost and unmotivated, you can start your journey again with a fresh mindset and a systematic way to stay motivated. Read on and learn how you can find your drive, regain the lost motivation, and always stay motivated. What Is Motivation, and How Does It Work? Motivation is one of the prime things that drive us to achieve greatness. It is a major driving force in our lives and can affect every aspect of our lives. Our level of motivation is a decisive factor in our level of success. The Oxford Dictionary has multiple definitions of motivation: "The reason or reasons one has for acting or behaving in a certain way." "The general desire or willingness of someone to do something." "Motivation is the process that initiates, guides, and maintains goal-oriented behavior." Motivation drives us to achieve goals and do what is required to succeed. It would be something that keeps you happy and fulfilled. To understand more about the psychology behind motivation, go to The Psychology of Motivation: Why Is Motivation So Powerful? Understanding the Theories of Motivation Research has revealed numerous theories of motivation and motivating factors. By understanding the merits of these different theories of motivation, you can apply the best ways to keep yourself motivated. There are three popular theories of motivation: Locke's Goal Setting Theory - Motivation comes from setting SMART goals that can push people to make progress. McClelland's Achievement and Required Needs Theory - The motivation of a person to succeed and the motivation of an individual to avoid failure serve as the foundation for this theory. Hull's Drive Reduction Theory - It is based on the idea that when there are disruptions in homeostasis, people get driven to act. Homeostasis, which refers to our general health, means to preserve stability and remain the same. To learn more about each of these theories and how these theories affect the way we feel motivated, check out How to Use the Theories of Motivation to Keep Yourself Uplifted. The Importance of Motivation Do you know what differentiates a confident and successful person from the common populace? It is the level of motivation instilled in the individual. As humans, we have a skewed view of time. We tend to ignore what's really important in life and get lured to things that hardly matter. As a result, we keep working in a direction that does not give us satisfaction. One of the most common misconceptions is that we have ample time and that everything is in control. It is important to realize that we have limited time and don't have control over everything. To live life to the fullest and enjoy its authenticity, you must embrace the reality of your limitations. Once you realize that your time and energy are not unlimited, you can use it as your lens for making the right decisions with your time. Highly successful people understand that they have limited time and energy, and therefore only focus on things that truly matter. With this laser focus, they can align their time and energy with what they want to do. This is also why they are always motivated and are a lot more satisfied with their lives. Life is meant to be experienced and not just spent. To experience life, you will have to discover your true source of motivation. What Causes a Lack of Motivation? The tricky part about motivation is not starting, but staying motivated. Every New Year, thousands decide they're going to change their lives. Fewer than 10 percent actually stick with their resolution, and that's being generous. Below you'll find many common reasons why you're losing motivation. Not Aiming High Enough While it's easy to think setting easy goals will keep you motivated, it may harm your long-term motivation. If you make goals that are too achievable, you'll get bored and lose interest. Ideally, you want to strike a balance between pushing yourself and creating realistic goals. If you're used to staying within your comfort zone, you'll be missing out on the satisfaction of achieving a life-changing goal. When you push yourself, you'll be able to build unshakable confidence as you crush goal after goal. When you look around one day and you're living your dream, it'll all be worth it. Here are 7 Reasons to Dare to Dream Big. Suffering From Procrastination If you find it hard to stay focused and get started, you'll find yourself falling behind. Procrastination is a bad habit you must learn to deal with if you want to achieve your short-term goals. Some simple steps you can take to defeat procrastination are: commit to starting a task for at least 3 minutes, create daily, weekly, and monthly to-do lists, and reward yourself when you complete your tasks. Unclear Vision Uncertainty about the future is a fear that many of us deal with. It can be paralyzing. Instead of taking action, we start worrying about "What if?" "What if it doesn't work out? What if my dream isn't truly my dream? What if I don't succeed?" If you have trouble creating a vision, then you're at risk of drifting aimlessly through life. You'll be driven to strive for excellence when you find your purpose and passion. You can start the process of discovering your life purpose by asking yourself: "What would my ideal life look like?" Letting Fear Control Your Mind And Actions Fear can prevent you from achieving your dreams. Instead of taking action and moving forward, you might be apprehensive due to the fear of failure. You mustn't allow fear to hold you back. You'll inevitably miss out on career, relationship, and self-improvement opportunities if you don't learn how to manage your fears. Fortunately, fear can be overcome. One way to manage fear is to look for the root cause of your fear. With deep introspection, you can uncover the exact moment that triggered the fear that has been hindering your growth. This will give you a window of opportunity to communicate with your inner being and find release. Facing your fear is the only way you'll be able to become the best version of yourself. You don't need to fix your problem overnight, but taking slow, thoughtful actions can have massive impacts on how you deal with your inside and outside world. Feeling Overwhelmed With Work and Responsibilities Otherwise known as burnout, it places you into a state of depression from overexertion and you struggle to achieve your goals. Burning out occurs when we put our well-being on the back burner to further ourselves in our careers or hobbies. When we feel overwhelmed and forget about ourselves, it becomes challenging to unwind and find balance in life. Burning out is a sign that you're motivated, but you need to learn how to separate work and home life. Without this separation, the lines begin to blur and you may find it increasingly difficult to find motivation for yourself when you're constantly wiped out from work. Signs You Have Lost Motivation Most people are aware that they lack motivation to do what they want to. But some people may confuse a lack of motivation with something else. The fact is, there's a lot of signs of lacking motivation besides feeling tired and wanting to procrastinate. In addition, a loss of interest in life could indicate a lack of motivation. Learn about why you experience a loss of interest in life here. Types of Motivation Understanding and knowing how to use the different types of motivation can help you reach your goals. Intrinsic Motivation vs Extrinsic Motivation There're two major types of motivation: Intrinsic motivation Extrinsic motivation Intrinsic Motivation Some psychology researchers have associated intrinsic behavior with basic human needs, creativity, performance enhancement, and contentment. When we carry out a task that fulfills our natural urges, such as hunger, thirst, and sleep, we are better equipped with the drive to complete a task. Other times, we might simply do something because it stimulates the aesthetic experience of being in that state of activity, such as hobbies. Simply put, activities that bring us satisfaction and joy are powered by intrinsic motivation because an internal reward system fuels them. Intrinsic motivation stems from finding satisfaction from within and doesn't rely on potential external gain. If you play a sport but only for enjoyment, you're doing it out of intrinsic motivation. The same could be said for drawing, meditating, learning, and reading. Anything that you pursue for enjoyment rather than for potential personal benefit is intrinsic motivation. You'll find that it's easier to stick with an intrinsic motivation because you're enjoying the process rather than depending on an external factor to bring you happiness. Find out more about intrinsic motivation in Why Intrinsic Motivation Is So Powerful (And How to Find It). Extrinsic Motivation When we are not inherently motivated to perform a task because it does not bring about a sense of satisfaction, we are extrinsically motivated. Such motivation facilitates our desire to attain a reward or avoid punishment. Not all the work we do brings us joy, owing to its repetitive nature, urgency, necessity, frequency, duration, or monotony. Whether it is dragging ourselves to work/school every morning or working on weekends, we tend to undertake tasks that might not inherently please or satisfy us. Usually, an external force or ulterior motive drives us to complete such tasks. Rewards like money, praise, and fame drive our motivation extrinsically. However, extrinsic motivation does not necessarily mean that we are unwilling to do something. We just seek an external reward from it. For example, a person might like writing but goes the extra mile to make money out of it. Extrinsic motivation is working towards a tangible goal that has a specific outcome. Working hard to get promoted is extrinsic motivation. Playing a sport only to win is extrinsic motivation. Extrinsic motivation doesn't necessarily mean "bad", but you may find that extrinsic motivation brings you less fulfillment than intrinsic motivation. Learn more about extrinsic motivation in What Is External Motivation and How Can You Use It? Breakdown of the Motivation Types While intrinsic motivation and extrinsic motivation are the major types of motivation, we can further break them down into 7 types. If you're interested to know more about the different types of motivation that can help you achieve your goals, don't miss the 9 Types of Motivation to Make Your Goals Happen. How to Get Motivated Instantly - 4 Quick Hacks Before I dive into the most effective method that can give you lasting motivation, I'd like to share with you 4 quick hacks to boost your motivation instantly. 1. Focus on Just One or Two Things Most of the time laziness is the product of a full plate and no idea where to start. When you try to tackle everything at once, it's hard not to feel like this: But when you focus on one or two things at a time, it's easier to get motivated and not feel so overwhelmed. Once you've found the strength to get up and finish one thing, deep down the thought, "hey, maybe I can do this" starts to creep in. Next thing you know, your whole list is done and you're fist-pumping in celebration with all your friends! 2. Change Up Your Routine When it comes to making life changes, it's all about the small things you do every day. If you want to wake up feeling more motivated, you should start making changes in your daily routine and habits. I recommend you try these 30 refreshing routines to boost your motivation. 3. Read, Watch or Listen to Something Motivational Another quick hack is to get inspired by motivational materials. At Lifelhack, we offer plenty of motivational resources including: 4. Allow Yourself Time to Relax and Rest There is a big difference between being lazy and resting. Laziness has no purpose. Resting is necessary for life and clears your mind so you can tackle your endeavors head-on. Maybe you've been working on a project for too long and you're burned out. Try sleeping on it. Let yourself have some time to rest. Our bodies and minds need rest to function at optimal levels. How to Gain Motivation and Stay Motivated There are two key parts to gaining motivation and staying motivated: Getting to the bottom of your "why" and having a clear intention. Generating momentum by focusing on progress. They must both work together. Without a clear why, your actions will lose direction and focus. Without momentum, your energy will deteriorate when you encounter obstacles. With these two key parts in mind, you can start building a motivation engine for yourself. The three components that make up a motivation engine are: Surface - Acknowledgement - The top layer, sometimes referred to as Acknowledgement, includes all forms of external praise that could inspire you. It could take the shape of respect or acknowledgment. Support - Enablers - Your goals are essentially supported by the incentive engine's second layer, sometimes called Enablers. Core - Purpose - The most crucial factor, though, and the real source of your inspiration, is your Purpose, which is your innermost part. What sets the motivated from the unmotivated, the overachievers from the underachievers and the happy from the miserable is your mission. You have to go beyond the surface if you want to stay motivated. Find the Source of Your Motivation To get to the bottom of finding answers to this question - What motivates you? We can use a simple technique called Peeling the Onion. Step 1 Think of a goal you have. Take 30 seconds to think about it. Do you have a general idea? Okay, now for step 2. Step 2 Fill in the blanks in this statement: I want [your goal] because [the result you want]. For example, "I want to go to the gym because it will make me fit and in shape." Step 3 Now, take the second part of your statement (i.e. the result you want) and repeat the statement again - Peel another layer of the onion. For example, "I want to be fit and in shape because ..." Step 4 Each time you peel the onion once, ask yourself this question: "Is this really what I want?" The point is to get to the core - the thing actually powers your motivation. As you get closer to the core, you should feel it ... it should trigger your spark. If not, keep peeling the onion - sometimes it only takes one or two steps to get to the core. Sometimes it takes up to five steps! Don't worry about how many it takes. Just be absolutely honest with yourself. This goal setting exercise is for you, and for you alone. Nobody's going to see it. So you can be completely honest with what you actually want. Because if you can't do that, you're not going to have real motivation to keep moving forward. The example we were using above was from a real student, who discovered what she really wanted was the confidence to join a dance class: "What I really want is to be fit enough to join a Spanish dance class and I'm going to start by getting back in shape at the gym." Motivation for Specific Purposes In addition to all the motivation tips above, we understand that you may be looking for motivation for a specific purpose. This section can help you find ways to achieve your goals. Work Motivation Another area where people lose motivation is through their work. Where most people get stuck usually stems from one of these four traps: Your values are mismatched. A task doesn't connect with or contribute to your core values. You see no reason to do it so you don't do it. You lack confidence. Deep down you think you aren't capable. You're experiencing disruptive emotions. You're consumed by various negative emotions whether that's fear, anxiety, anger, or depression. These emotions sap away your motivation so you don't do the task. Victim Complex. You attribute your lack of performance to something outside of your control. To overcome these lack of motivation scenarios, check out 13 Ways to Get Motivated to Work. Weight Loss Motivation There are times when you feel like giving up on your fitness goals, especially when sticking to a workout routine and healthy diet is so challenging. Here're some reasons why you lose your weight loss motivation: You're doing the same thing every day. Not necessarily the same workout but if you're doing 3 sets of 10 reps every week, you're eventually going to get bored of doing it. You've plateaued. If your goal is to lose weight, it can be demoralizing to see the same number on the scale every morning even if you're working out hard. You are working out alone. While being on your own is fine, it can get lonely, and bringing a friend can help you in showing up. You're not recovering properly. You're going to lose motivation if you're working out and then immediately going down to a fast-food joint. The environment has changed. Visiting the same gym all the time can get old as well. To keep your weight loss motivation high, check out these motivation guides: Final Words: How to Stay Motivated Having a strong support system can help you stay motivated when facing a big challenge. "Motivation will almost always beat mere talent." — Norman Ralph Augustine Getting and staying motivated will make an immense difference in your life. You'll be able to tackle those goals and dreams that you've put aside for years. You'll also be able to set yourself new and exciting goals that you would never have considered before. Simply utilize the advice in this guide to keep yourself motivated even during the toughest times. All Motivation Articles

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