

## 11.12: Discussion- Rethinking Motivation

---

### Post 1: Initial Post

#### Instructions

This posting should be a minimum of one short paragraph and a maximum of two paragraphs. Word totals for this post should be in the 100–200-word range. Whether you agree or disagree, explain why with supporting evidence and concepts from the readings or a related experience. Include a reference, link, or citation when appropriate.

#### Preparation

This discussion is based on a TED Talk by Dan Pink, as well as drawing on readings from the Motivation module. Pink, a former speechwriter, career analyst, and author of the book *Drive: The Surprising Truth About What Motivates Us*, reveals some remarkable facts about motivation that have been confirmed in many social science experiments, but aren't widely recognized. Pink argues that the way we're motivating people is all wrong, and he proposes a new model to replace traditional incentives.

Watch Pink's TED Talk, below:

A link to an interactive elements can be found at the bottom of this page.

You can view the [transcript for "The Puzzle of Motivation"](#) (opens in new window) or the [text alternative for "The Puzzle of Motivation | Dan Pink"](#) (opens in new window).

#### For Discussion

Please respond to both of the following questions in your initial post.

1. Did you find Pink's talk surprising? Why or why not?
2. Pink concludes:

There is a mismatch between what science knows and what business does. Here is what science knows. One: Those 20th century rewards, those motivators we think are a natural part of business, do work, but only in a surprisingly narrow band of circumstances. Two: Those if-then rewards often destroy creativity. Three: The secret to high performance isn't rewards and punishments, but that unseen intrinsic drive—the drive to do things for their own sake. The drive to do things cause they matter.

How do you think managers can use this knowledge to motivate their employees? How will you use this knowledge in your own pursuits?



## Posts 2 and 3: Respond to Classmates' Posts

### Instructions

After you have created your initial post, look over the discussion posts of your classmates and give at least two thoughtful responses to two different classmates (one per classmate).

A response posting should be a minimum of one short paragraph. Word totals for these posts should be in the 75–100-word range. Whether you agree or disagree, explain why with supporting evidence and concepts from the readings or a related experience. Include a reference, link, or citation when appropriate. The goal of your response posts is to extend discussions already taking place or pose new possibilities or opinions not previously voiced. Your goal should be to motivate the group discussion and present a creative approach to the topic.

### Contributors and Attributions

CC licensed content, Original

- Discussion: Rethinking Motivation. **Authored by:** Lumen Learning. **License:** [CC BY: Attribution](#)

CC licensed content, Shared previously

- Dan Pink: The Puzzle of Motivation. **Provided by:** TED Talks. **Located at:** [https://www.ted.com/talks/dan\\_pink\\_on\\_motivation](https://www.ted.com/talks/dan_pink_on_motivation). **License:** [CC BY-NC-ND: Attribution-NonCommercial-NoDerivatives](#)
- General Discussion Instructions. **Authored by:** Linda Williams and Lumen Learning. **Located at:** <https://courses.lumenlearning.com/wmopen-introbusiness/chapter/discussion-external-factors-internal-pressure/>. **License:** [CC BY: Attribution](#)

---

This page titled [11.12: Discussion- Rethinking Motivation](#) is shared under a [CC BY 4.0](#) license and was authored, remixed, and/or curated by [Lumen Learning](#) via [source content](#) that was edited to the style and standards of the LibreTexts platform.