

# Exploring Leadership

## PLANNING & ORGANIZATION: MOTIVATION

Motivation is one of the driving forces behind human behavior. It fuels competition and sparks social connection. Its absence can lead to mental illnesses such as depression. Motivation encompasses the desire to continue striving toward meaning, purpose, and a life worth living. In education, intrinsic motivation is the gold standard: we learn faster and more deeply if our Motivation for doing so comes from within. The economy, however, is based on extrinsic rewards, so it is imperative that we understand both types of Motivation.

### KEY OBJECTIVES:

- Differentiate intrinsic and extrinsic Motivation.
- Determine and share personal motivators.

### WHAT YOU'LL NEED:

- Candy (or other small reward of some kind)
- Pencils & Paper

### CONVERSATION STARTER:

How can understanding the types of motivation help you in your personal development?

## EXPLORATION ACTIVITY:

- Tell the participants to stand up and then sit down.
- Then ask "Why did you do that?" You will most likely hear "Because you told us to."
- Tell them to do something a little more strenuous (jog in place, 10 jumping jacks) and ask again: "Why...?"
- Ask: "Where is the line between what you'll do just because I ask you to and what you won't? Will you do 25 push-ups just to show us that you can? Wall sits? When would you say no?"
- Now the follow-up: "Would you do it for a candy bar? A dollar? Ten?"

### FACILITATION TIPS:

- If you prefer to teach a more profound lesson, only reward the "winning" group.



## EXPLORATION ACTIVITY:

There are two main types of motivation.

### INTRINSIC AND EXTRINSIC

**Intrinsic motivation comes from within ourselves.**

If, for example, you enjoy completing a crossword puzzle and you do one every morning just for fun, that is intrinsic motivation. The satisfaction of a completed record book, knowledge learned from a project, or the desire to perform a demonstration well are 4-H examples of intrinsic motivation.

**Extrinsic motivation comes from an outside source, like the candy bar (or money) I offered you a minute ago.** You may not derive any inner satisfaction from it, but you will do it in return for some reward like ribbons, certificates, money, and trips.

Sometimes we have the opportunity to combine both intrinsic and extrinsic motivation. If you were to find a job that pays you to do something that you love, both types of motivation will be present. Working in a field you are passionate about gives you a reason to stay active and excited about your work. Extrinsic motivation (in the form of money) provides a way for you to pay your expenses.

- Divide participants into groups of 3-4 and give each group markers and paper.
- Have each group brainstorm different ways to motivate people
- Tell them the group that has the most *original* ideas will win a prize (which is a type of Motivation).
- After approximately 10 minutes, bring groups back together to share their lists.
- Note that most of the ideas will be extrinsic motivators.
- Determine the group with the most *original* (unique) ideas by crossing out all those written by more than one group.
- Reward that group, noting that this too is an extrinsic motivator...and then reward the rest of the participants, telling them that we should be intrinsically motivated to improve ourselves with activities like this one, so no reward should be required.

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### REFERENCES

- <https://www.psychologytoday.com/us/basics/motivation>
- <https://www.waterford.org/education/how-to-motivate-students/>
- <https://www.weareteachers.com/understanding-intrinsic-vs-extrinsic-motivation-in-the-classroom/>
- <http://edis.ifas.ufl.edu>
- Games-Based Learning by University XP [www.universityxp.com](http://www.universityxp.com)



## REFLECTION QUESTIONS:

- What is the relationship between extrinsic and intrinsic motivation?
- Which kind of motivation is effective the longest?
- What encouraged you to list the motivation strategies?
- Take a vote on the ideas. Which one is the best? Why?

## APPLICATION DISCUSSION:

- Name some examples of intrinsic and extrinsic motivation in school, clubs, and other areas.
- Why do we stay in school or go to college? (Is it just because we want to get a job that pays well, Or do we want to learn to better ourselves and grow?)
- What are some of the effects of the intrinsic awards? Extrinsic awards?
- What is your biggest motivator? Is it intrinsic or extrinsic?



## CONCLUSION:

Intrinsic motivation often brings a higher sense of personal satisfaction to your tasks because you are doing something that matters to you. Basic human nature causes us to easily be motivated by an outward reward system. Each type can be effective in it's own way. As a future leader, it is likely you will use both types of motivation. It's important to understand both types and when they can be most effective.

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