



Exploring Leadership

PLANNING & ORGANIZATION: MOTIVATION

Motivation is one of the driving forces behind human behavior. It fuels our desire to compete, to connect with others, and to achieve our goals. Without it, we can feel aimless—and sometimes even depressed. Motivation gives us purpose and helps us strive toward a meaningful life. Whether it's chasing a goal or earning a reward, motivation is the energy that keeps us moving forward.

CONVERSATION STARTER:

Ask participants to stand up and sit down, then say, "Why did you do that?" Most will say, "Because you told us to." Try again with a harder task, and ask, "Why did you do it this time?"

There are two main kinds of motivation: intrinsic and extrinsic. Intrinsic motivation comes from within—you do something because it matters to you. Extrinsic motivation comes from the outside—like money, praise, or prizes. In school, learning because you enjoy it helps you grow. But in the real world, rewards often play a big role too. It's important to understand and balance both types.

KEY OBJECTIVES:

- Understand the difference between intrinsic motivation and extrinsic motivation.
- Identify and share personal motivators that drive behavior.

WHAT YOU'LL NEED:

- Candy or small reward item
- Paper or poster paper
- Pencils & Paper

EXPLORATION ACTIVITY:

This activity is all about figuring out what motivates us—and how we can motivate others. It's fun, fast, and full of ideas.

FACILITATION TIPS:

- To go deeper with the conversation starter, ask: "Where's the line between something you'll do just because I asked—and something you won't? Would you do 25 push-ups to prove a point? What about wall sits? When would you decide to say no?"
- If you want this to be a more challenging lesson, consider only rewarding the group with the most original ideas.

- Split participants into small groups of 3–4. Give each group markers and a sheet of paper.
- Ask them to brainstorm as many different ways as they can to motivate someone to do something (like study, clean, help out, or work harder).
- Tell them: "The group with the most original ideas will win a prize!" This introduces the concept of extrinsic motivation.
- After 10 minutes, have all the groups share their lists.
- Determine the group with the most original (unique) ideas by crossing out all those written by more than one group.
- The group with the most unique ideas wins a small prize. Point out that this is another example of extrinsic motivation.
- Then surprise the rest of the participants with a treat too—and explain: "This activity is about learning, not just prizes. Being motivated to grow and improve from the inside—that's intrinsic motivation!"



REFLECTION QUESTIONS:

- What was your biggest motivator during this activity—was it the prize, the challenge, or something else?
- Take a class vote: Which idea was the best and why?
- Which one of the group’s ideas would personally motivate you the most?
- Which type of motivation—intrinsic or extrinsic—do you think lasts longer? Why?
- How are these two types of motivation connected or different?

APPLICATION DISCUSSION:

- What are some examples of intrinsic motivation and extrinsic motivation you’ve seen in school, sports, or clubs?
- How do those rewards or motivators affect people differently?
- What’s your biggest motivator—something inside you or a reward outside of you?



CONCLUSION:

It’s usually better to be self-motivated—to find personal meaning and satisfaction in what you do. But it’s also natural to respond to rewards and recognition. As a future leader, you’ll likely use both types of motivation to reach your goals and help others reach theirs. Knowing what drives you—and what drives others—can make all the difference.

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