

What is Motivation Anyway?

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Go up and never stop

IF YOU FIND SOME MOTIVATION LYING ON THE GROUND PLEASE GIVE IT BACK, IT'S MINE.

TO DO LIST

mainly procrastinate...





QUOTAPATH

 **PARENT DRIVEN**
<DEVELOPMENT/>



Ruby Central



Vroom's expectancy theory

Hull-Spence drive theory

Two memory systems theory

Adams' equity theory

Maslow's theory of the hierarchy of needs

Self-determination theory

Reinforcement theory

Locke's goal-setting theory

Alderfer's ERG theory

McClelland's achievement motivation theory

Theory X and Theory Y

Theory Z

The Hawthorne effect

Herzberg's two-factor theory



Internal desire

- * Learning a new programming language**
- * Improving a core skill**
- * Cleaning your house**

- * **Expanded toolkit**
- * **Help others level up**
- * **Information organization**

Externally offered reward

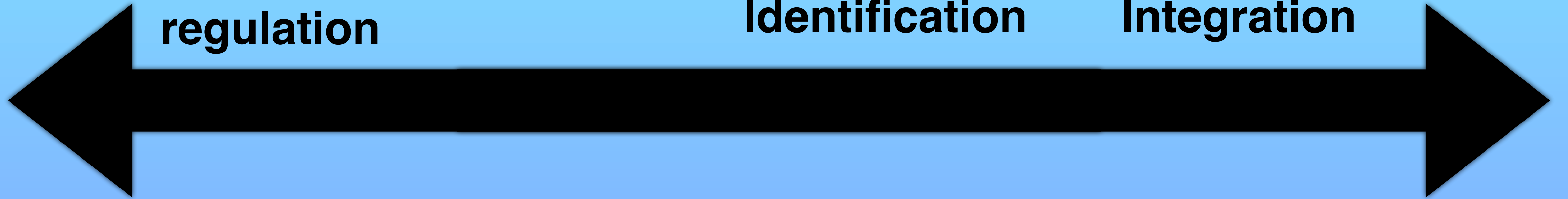
Extrinsic

Intrinsic

**External
regulation**

Identification

Integration



- * Company's top priority work**
- * Upskilling solely for other needs**
- * Improving skills specifically for a bonus or promotion**

- * Leadership activities**
- * Documentation for impact recognition**
- * Deep understanding of business goals and milestones**





Motivator factors: Job satisfaction

Hygiene factors: Job dissatisfaction

Motivator Factors

- * Interesting work
- * Career and professional growth
- * Advancement

Hygiene Factors

- * Salary
- * Company policies
- * Team relationships



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You're great!

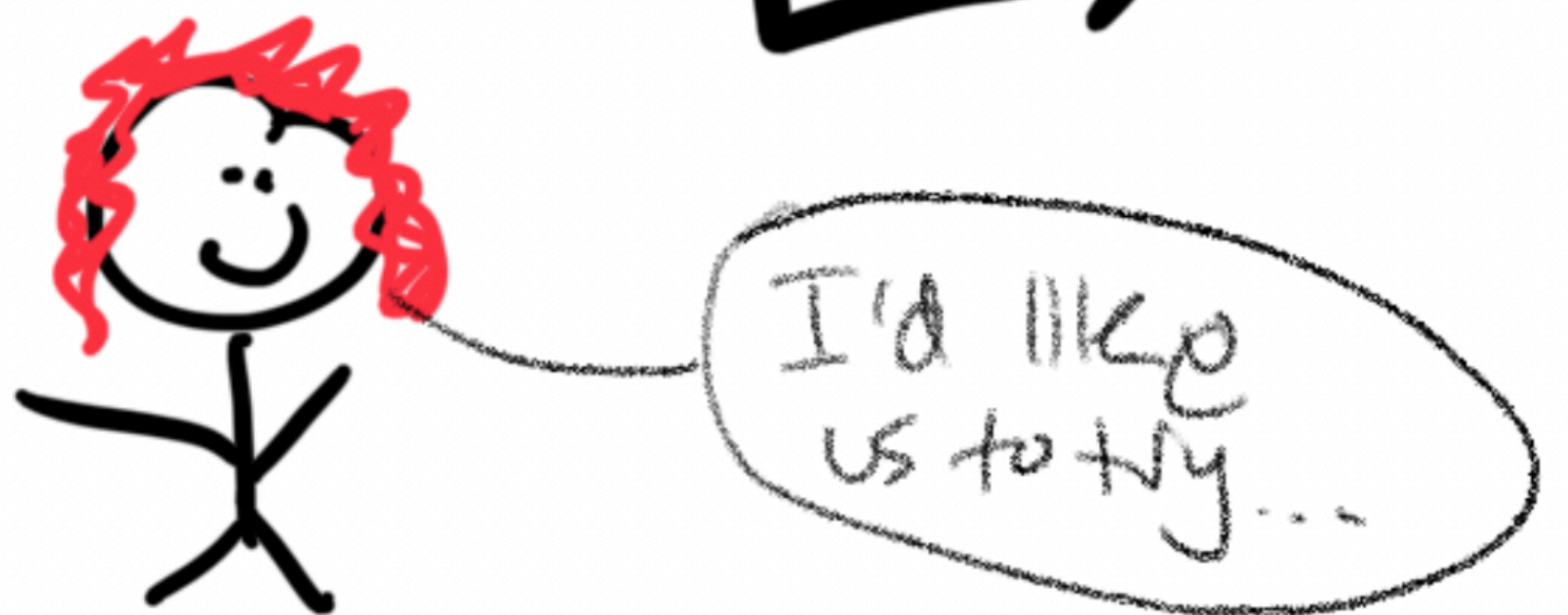
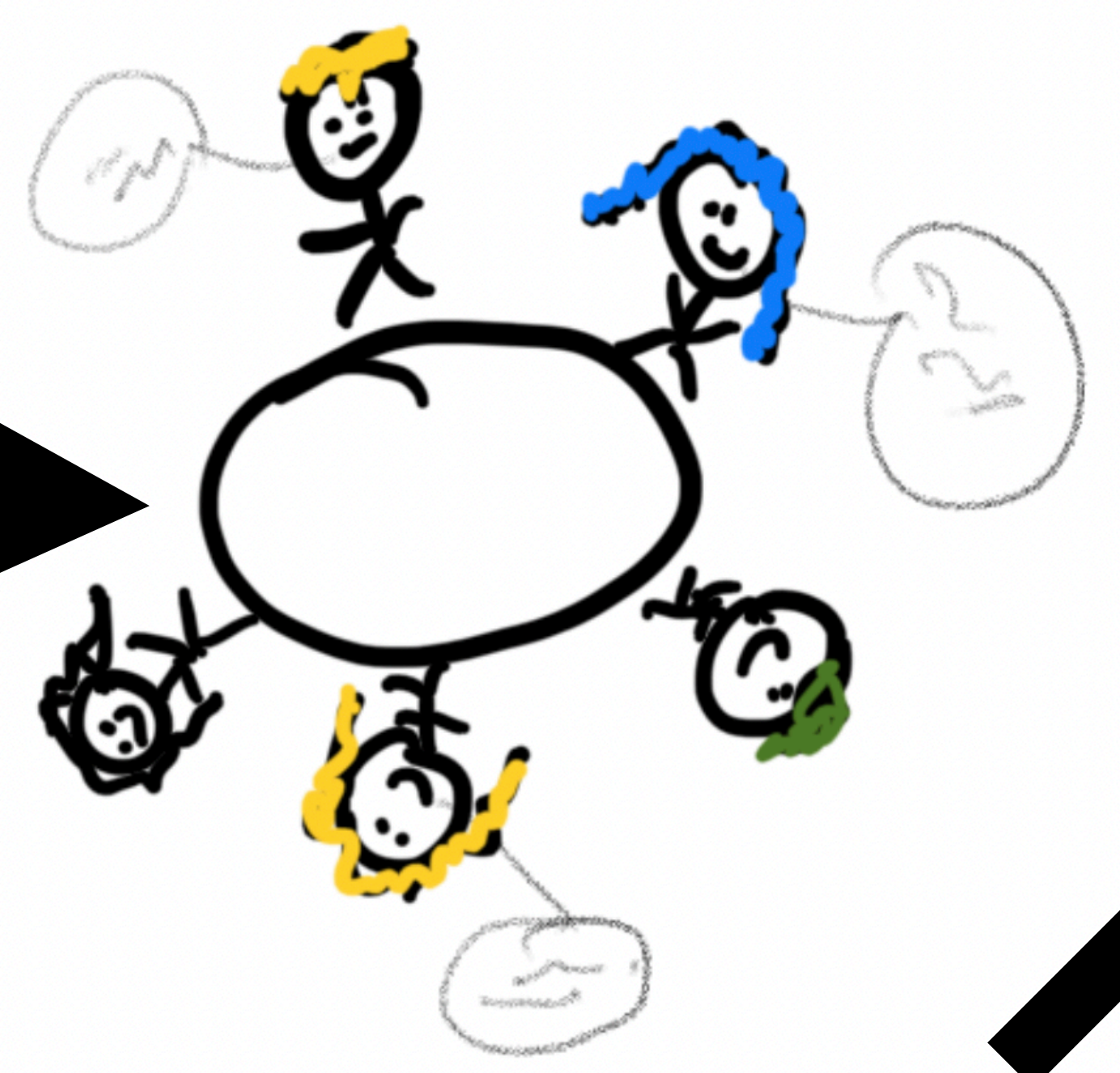
No, you're great!





You're great!

No, you're great!



I don't
want to do that



It's his
fault

I wish someone
would fix...



Not
me!



They're
to blame

That's not
my problem!

I didn't do it



MAKE
TODAY
ridiculously
AMAZING

DO WHAT IS
GREAT.

LOVE



- * Connect people to the work
- * Celebrate collectively
- * High trust
- * Leadership opportunities
- * Balanced workload

- * Connect people to each other
- * Responsibility to the group
- * Effective policies
- * Clarity around salary



Threats

- * Constantly changing priorities
- * Too many barriers
- * Unsustainable workloads

Getting Unstuck

- * Ask questions
- * Start habits
- * Office hours and check-ins
- * Brainstorm

* Burn out

* Disillusionment

* Lost trust

- * Intrinsic vs. extrinsic
- * Herzberg's two-factor theory
- * What motivated teams look like
- * Encouraging motivation
- * Threats to motivation
- * Deeper issues



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- * www.daydreamsinruby.com
- * www.parentdrivendevelopment.com
- * www.quotapath.com

