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In order to continue enjoying our site, we ask that you confirm your identity as a human. Thank you very much for your cooperation. Intrinsic motivation refers to behavior that is driven by internal rewards. In other words, the motivation to engage in a behavior arises from within because it is naturally satisfying to you. Contrast this with extrinsic motivation, which involves engaging in a behavior in order to earn external rewards or avoid punishment. Verywell / Joshua Seong In psychology, intrinsic motivation distinguishes between internal and external rewards. In "Introduction to Psychology: Gateways to Mind and Behavior With Concept Maps," the authors offer a definition. "Intrinsic motivation occurs when we act without any obvious external rewards. We simply enjoy an activity or see it as an opportunity to explore, learn, and actualize our potentials." Consider for a moment your motivation for reading this article. If you are reading it because you have an interest in psychology and simply want to know more about the topic of motivation, then you are acting based upon intrinsic motivation. But you might be reading this because you have to learn the information for a class and want to avoid getting a bad grade. Then you are acting based upon extrinsic motivation. When was the last time you did something simply for the enjoyment of the activity itself? There are a number of activities that fall into this category. For instance, you may plant a garden, paint a picture, play a game, write a story, take a walk, or read a book. These may or may not produce something or provide a prize. Instead, we do them because we like to. They make us happy. Hosted by Editor-in-Chief and therapist Amy Morin, LCSW, this episode of The Verywell Mind Podcast shares an exercise you can use to help you perform your best. Follow Now: Apple Podcasts / Spotify / Google Podcasts When you pursue an activity for the pure enjoyment of it, you are doing so because you are intrinsically motivated. Your motivations for engaging in the behavior arise entirely from within rather than out of a desire to gain some type of external reward, such as prizes, money, or acclaim. Of course, that isn't to say that intrinsically motivated behaviors do not come with their own rewards. These rewards involve creating positive emotions within the individual. Activities can generate such feelings when they give you a sense of meaning, like participating in a volunteer or church event. They may also give you a sense of progress when you see that your work is accomplishing something positive, or competence when you learn something new or become more skilled at a task. Researchers have discovered that offering external rewards or reinforcements for an already internally rewarding activity can actually make the activity less intrinsically rewarding. This phenomenon is known as the overjustification effect. "A person's intrinsic enjoyment of an activity provides sufficient justification for their behavior," explains author Richard A. Griggs in his book "Psychology: A Concise Introduction." "With the addition of extrinsic reinforcement, " Griggs writes, "the person may perceive the task as overjustified and then attempt to understand their true motivation (extrinsic versus intrinsic) for engaging in the activity." People tend to be more creative when they are intrinsically motivated. In work settings, for instance, productivity can be increased by using extrinsic rewards such as a bonus. However, the actual quality of the work performed is influenced by intrinsic factors. If you are doing something that you find rewarding, interesting, and challenging, you are more likely to come up with novel ideas and creative solutions. Intrinsic motivation can drive behavior in all aspects of life, particularly in education, sports, careers, and personal pursuits. Intrinsic motivation is an important topic in education. Teachers and instructional designers strive to develop learning environments that are intrinsically rewarding. Unfortunately, many traditional paradigms suggest that most students find learning boring, so they must be extrinsically goaded into educational activities. In a book chapter called "Making Learning Fun: A Taxonomy of Intrinsic Motivations for Learning," authors Thomas Malone and Mark Leeper suggest that this does not need to be the case. They identify several different ways to create learning environments that are intrinsically rewarding. An activity is intrinsically motivating if "people engage in it for its own sake, rather than in order to receive some external reward or avoid some external punishment." The words fun, interesting, captivating, enjoyable, and intrinsically motivating are used interchangeably to describe such activities. Examples of intrinsic motivation in daily life abound. If you participate in a sport because you enjoy it rather than to win awards or competitions, you're responding to intrinsic motivation. Another example: You try to do your best at work because your tasks and mission provide fulfillment and satisfaction, regardless of extrinsic factors such as pay and benefits. Perhaps you maintain a beautiful garden because you enjoy planting it and watching it grow, not because the neighbors would complain if your yard were messy. Or, maybe you dress stylishly as a way to express yourself and your interest in fashion, rather than to garner attention. Whenever you do something "just for you," you're responding to intrinsic motivation. Malone and Leeper identify these factors as increasing intrinsic motivation: Challenge: People are more motivated when they pursue goals with personal meaning and when attaining the goal is possible but not necessarily certain. These goals may also relate to their self-esteem when performance feedback is available. Control: People want control over themselves and their environments and want to determine what they pursue. Cooperation and competition: Intrinsic motivation can be increased in situations where people gain satisfaction from helping others. It also applies to cases where they can compare their performance favorably to that of others. Curiosity: Internal motivation is increased when something in the physical environment grabs the individual's attention (sensory curiosity). If personal pursuits, intrinsic motivation is an important topic in education. Teachers and instructional designers strive to develop learning environments that are intrinsically rewarding. Unfortunately, many traditional paradigms suggest that most students find learning boring, so they must be extrinsically goaded into educational activities. In a book chapter called "Making Learning Fun: A Taxonomy of Intrinsic Motivations for Learning," authors Thomas Malone and Mark Leeper suggest that this does not need to be the case. They identify several different ways to create learning environments that are intrinsically rewarding. An activity is intrinsically motivating if "people engage in it for its own sake, rather than in order to receive some external reward or avoid some external punishment." The words fun, interesting, captivating, enjoyable, and intrinsically motivating are used interchangeably to describe such activities. Examples of intrinsic motivation in daily life abound. 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Control: People want control over themselves and their environments and want to determine what they pursue. Cooperation and competition: Intrinsic motivation can be increased in situations where people gain satisfaction from helping others. It also applies to cases where they can compare their performance favorably to that of others. Curiosity: Internal motivation is increased when something in the physical environment grabs the individual's attention (sensory curiosity). If also occurs when something about the activity stimulates the person to want to learn more (cognitive curiosity). Recognition: People enjoy having their accomplishments recognized by others, which can increase internal motivation. Experts have noted that offering unnecessary rewards can have unexpected costs. While we like to think that offering a reward will improve a person's motivation, interest, and performance, this isn't always the case. When children are rewarded for playing with toys that they already enjoy playing with, their enjoyment of those toys, and their motivation to continue playing with them, actually decreases. It is important to note, however, that a number of factors can influence whether intrinsic motivation is increased or decreased by external rewards. Salience or the significance of the event itself often plays a critical role. An athlete competing in a sporting event might view the winner's prize as confirmation of competence and exceptionalism. On the other hand, some athletes might view the same prize as a sort of bribe or coercion. The way in which the individual views the importance of different characteristics of the event impacts whether the reward will affect their intrinsic motivation for participating in that activity. In your own life, there are probably many things you do which are prompted by intrinsic motivation. These are important elements for a well-balanced life. If we spend all of our time working to make money, we may miss out on the simple pleasures of life. Realizing your own intrinsic and extrinsic motivations and balancing them can be quite rewarding. What you should know about action plans Whether you have personal, professional, or business goals, an action plan can help you create a clear...Read More By Indeed Editorial TeamUpdated February 8, 2021 | Published January 3, 2020Updated February 8, 2021Published January 3, 2020If you're a manager, it's likely keeping your employees motivated is among your top concerns. This is especially true in competitive industries, like sales and technology, and those where people have to do a lot of routine tasks, like manufacturing or office administration. Understanding intrinsic rewards is tantamount to driving results. In this article, we define intrinsic rewards and explain their role in creating an effective workplace to learn and grow by offering intrinsic rewards examples. What are intrinsic rewards? There are two broad categories of rewards that managers might keep in their toolkit to increase motivation among team members; these are extrinsic and intrinsic rewards. Extrinsic rewards are ones that you're more likely to notice in the workplace because they include tangible rewards, like a monetary bonus or an extra day off of work. Intrinsic rewards are harder to identify because they vary from person to person, and they aren't tangible. Intrinsic rewards include things like a sense of pride, personal fulfillment from completion of an activity, gaining a new skill and feeling like an important part of a team. Related: Intrinsic vs. Extrinsic Motivation Why are intrinsic rewards important? There are two broad categories of rewards that managers might keep in their toolkit to increase motivation among team members—extrinsic and intrinsic rewards. Extrinsic rewards include tangible rewards such as a monetary bonus or an extra day off of work. They are controlled by people other than you. Intrinsic rewards are intangible, psychological rewards that you get from a job well done. These vary from person to person and include things like a sense of pride, personal fulfillment from completing an activity, gaining a new skill and feeling like an important part of a team. Intrinsic rewards examples in the workplace Below are some intrinsic rewards that may impact your workforce. Fostering these activities and feelings in the work environment could help your team grow and thrive: Completing meaningful tasks Letting employees be selective Gaining a sense of competence Making noticeable progress Feeling inspired to be more responsible Being an important part of an organization or team Feeling accomplished Mastery of knowledge or a skill Feeling pride Completing tasks that are meaningful When employees complete meaningful tasks, that could provide an intrinsic reward. Managers can take advantage of this reward by talking to employees to determine what they think are the most important parts of their job and helping them structure their day around tasks that give them a feeling of purpose. Example: "Shelly works as a shift manager in retail, and feels like the most meaningful part of her job is training employees. Shelly's manager decides to include Shelly in training planning sessions going forward. As a result, Shelly is motivated to be the best retail manager because she is doing something she finds personally rewarding." Related: Management Styles: Overview and Examples Letting employees be selective Some employees feel rewarded when they get to make choices throughout the day and structure their own workday. Giving employees some freedom to prioritize their own tasks and complete them as they see fit could be an intrinsic motivator for your team. Example: "As a media producer, Carson knows that every day he is responsible for certain tasks that go into creating the daily news. Carson feels rewarded when his employer lets him choose how to structure his day, as long as all his tasks are completed successfully. Carson's employer recognizes this trait in Carson and embraces it by making sure Carson has the freedom to schedule his day, provided the news is produced efficiently." Gaining a sense of competence When employees feel like they are doing a good job, that can be a reward in itself. If your employees are tasked with completing complex tasks, simply doing those tasks over and over again until they feel comfortable and confident in their abilities offers intrinsic reward opportunities. Example: "Minerva is a chemical engineer who studies metal alloys. She started using a new piece of equipment that posed a new challenge, but as she became more comfortable with the equipment and her competence grew, she felt rewarded. Minerva's employer could keep Minerva motivated by letting her be the person who learns new equipment and processes, then teaches them to the team." Related: 10 Tips for Being More Goal-Oriented at Work Making noticeable progress When people can see their progress, they are more likely to receive intrinsic rewards from it. As a manager, you can create an environment where people can see progress and learn from mistakes to reap the benefit of motivation. Example: "Henry is a personal trainer. He asks his clients to take before and after photos. Henry has worked with dozens of clients at the gym that employs him. When he's feeling like he needs some motivation, he looks at the wall that shows all of the before and after photos and feels motivated to continue doing his good work. His motivation comes from the sense of accomplishment he feels when he sees the good work he has done." Feeling inspired to be more responsible Earning increased responsibility is a way some employers show a job well done. When people feel inspired to take on more responsibility, they may get a greater sense of accomplishment even though their role hasn't changed too much. Example: "Martha is a cashier at the grocery store. She feels rewarded when she gets there early and her supervisor lets her clock in to help with daily sandwich prep at the deli counter. Martha's intrinsic motivation is that she's learning a new skill and developing at work. Martha's employers could take that as a sign that Martha is ready to develop, and they could give her more responsibilities." Being an important part of an organization or team Feeling like your role is an important part of the team or organization you work within offers intrinsic rewards that could motivate employees to do more and stay focused. That's because being recognized by your team members as playing a vital role feels good. Example: "Hadley is a project manager in a DevOps workforce. Today, Hadley is starting his first sprint. As scrum master, he will play an important role in keeping the team on track to meet goals. This makes Hadley feel important, accomplished and recognized for his good work." Feeling accomplished There are several ways that employees might gain a sense of accomplishment at work. This could be learning a new skill, completing an objective, working on a project or being recognized as an important contributor, to name a few. Example: "Melanie is a writer. She recently increased her writing speed to 500 words in 30 minutes and feels a sense of accomplishment that motivates her to do more. Her motivator is that she sees measurable improvement. Melanie could bolster her writing business by tracking her progress and relishing in small milestones." Mastery of knowledge or a skill Gaining knowledge of a new skill provides intrinsic benefits that could result in greater motivation. This one is relatively simple for employers to set up to reap the benefit of motivated employees by offering training and opportunities for employees to gain new skills. This could be in the form of online courses, on-the-job cross-training between roles or group retreats geared at education. Example: "Percy is an accounting specialist. He has the opportunity to train with the company's controller to learn new skills. This makes Percy feel motivated to continue to do great work in accounting, because he wants to build a career in the field and getting special attention from the controller feels like a step in the right direction." Feeling pride in what you do Taking pride in your work can offer intrinsic rewards. Achieving a sense of pride from having others admire your work can have the same effect. When people feel like they've accomplished something substantial, they are likely to feel proud. Managers can use extrinsic motivators like words of affirmation to inspire this intrinsic motivator in their employees. Example: "Velma is a house painter. She completed the trim of a house in bright white. Her supervisor said, "You did a really great job, Velma. Keep it up," and she felt a strong sense of pride in her paint job. That feeling of pride motivates Velma to keep doing good work. She especially appreciates words of affirmation because they make her feel accomplished." Levels of intrinsic rewards Studies suggest people experience intrinsic rewards in different levels that correspond with things like mood and how people feel about work: High engagement Some people will experience high engagement with intrinsic rewards. These people are highly motivated to succeed by internal factors. They feel energized and positive when intrinsic rewards manifest in the workplace. Mid-range engagement Many people find themselves engaging with intrinsic rewards at a moderate level. For example, you might feel like you've made progress at your job, but not developed your skills enough to get a promotion. The skill development you did do may feel satisfying and meaningful, though you know you aren't where you need to be yet. Low engagement People who experience low engagement with intrinsic rewards at work are less likely to be satisfied with their job and may struggle to find meaning in their tasks and duties. How to create high engagement at work To create a work culture of high engagement, you should: 1. Create engagement purposefully Intrinsic rewards are abstract, and that can pose challenges when communicating them to the people who are supposed to develop programs that appeal to intrinsic motivations. For example, simply talking with a company's HR department and asking them to develop an intrinsic rewards program may not be the right solution because of the complex nature of intrinsic rewards. A better solution is to ensure that intrinsic motivators are a part of the company's culture and values. That may take new training initiatives, manager or corporate retreats, motivational speeches, deploying new management styles and more. Consider what motivators are important to your employees and how to purposefully make them an engaging part of the corporate culture. 2. Focus on your mid-range engagers Once you've established a company culture where intrinsic rewards are prioritized, HR can develop a measurable program that employees are likely to understand. A good group to focus on is the mid-range engagers. For one, there tends to be more of them than outlying categories, so you have the opportunity to move a larger group toward intrinsic rewards. Second, they represent a group that's already somewhat engaged, so they may be more receptive to intrinsic rewards than lower engagement groups. 3. Think about change management Make an entire culture shift and implementing new intrinsic reward programs at the same time is a lot of change for any organization. Look to large organizations that have made similar cultural shifts to understand the best change management practices for your company.

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