

# An overall introduction to workforce motivation

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# Introduction

**Absence of significant incidents**

**Highly regulated work setting**



**Lack of motivation, complacency**



# Defining Motivation

Inner force that accounts for an individual's intensity and persistence of effort toward attaining a goal.



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Intensity



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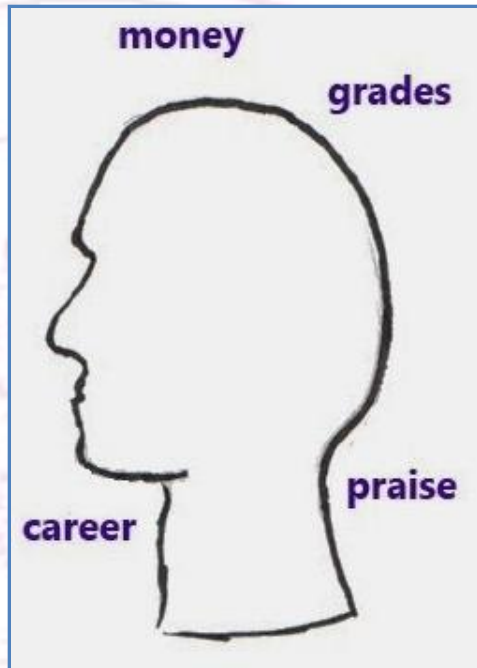


Intensity

Persistence

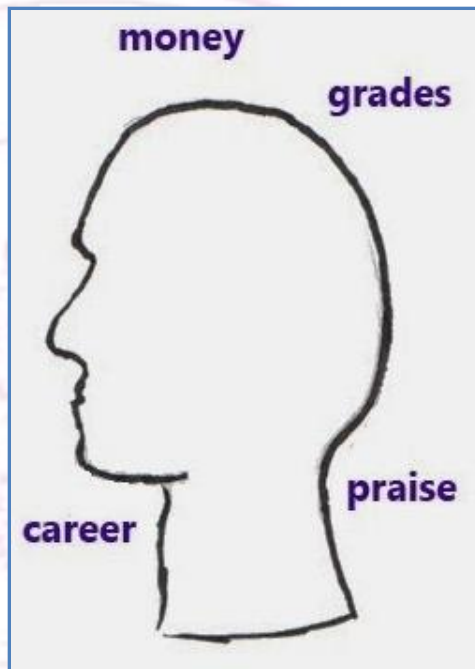
# Types of motivation

## Extrinsic motivation

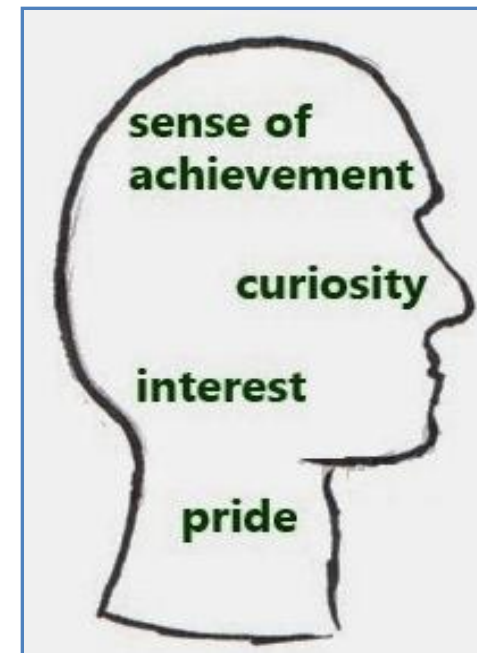



# Types of motivation

## Extrinsic motivation



## Intrinsic motivation

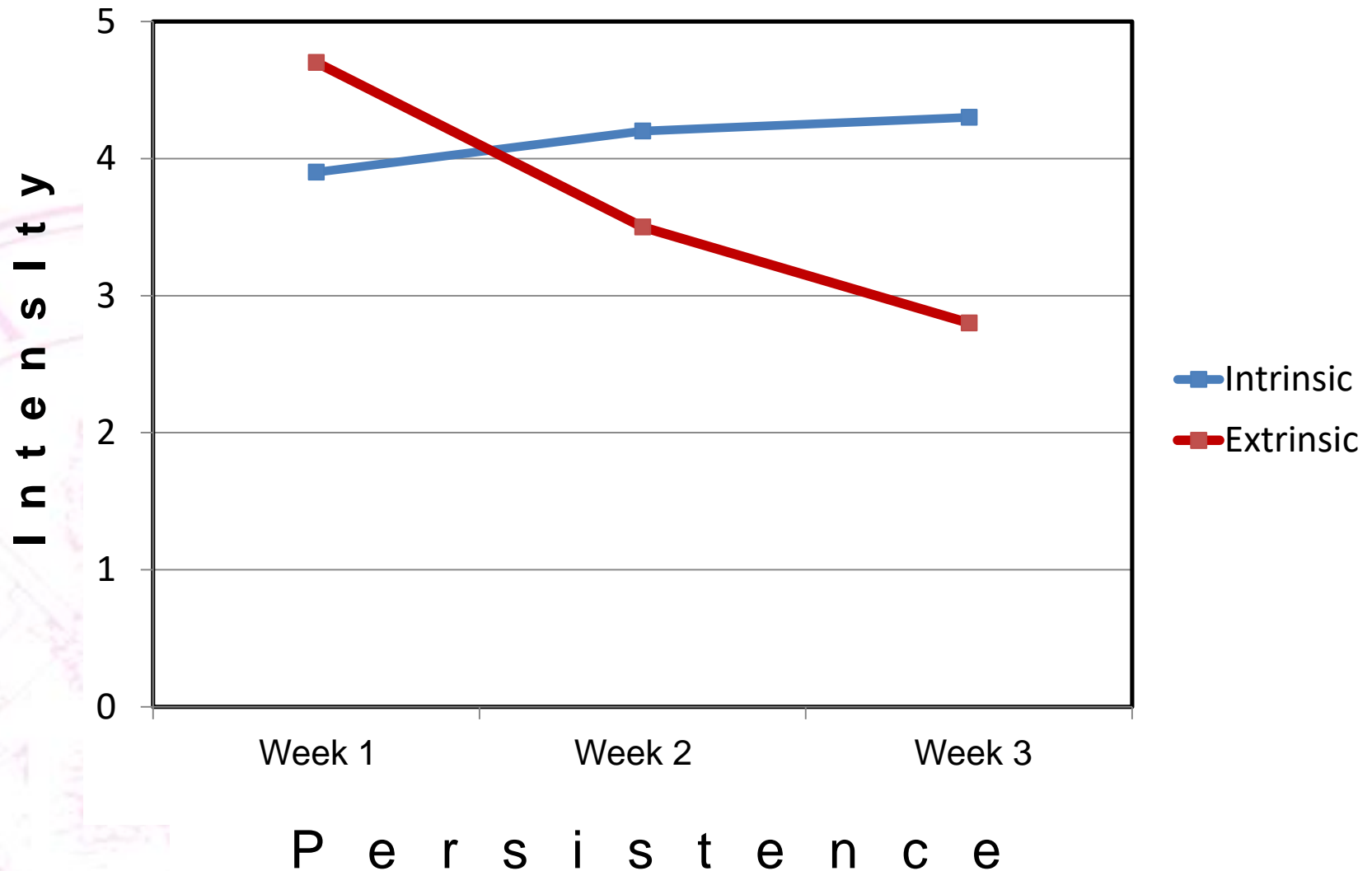


MOTIVATION	AMOTIVATION	<b>EXTRINSIC</b>  <b>INTRINSIC</b>				
LEVEL	0	1	2	3	4	5
DRIVERS	Nonvaluing, Incompetence, Lack of control	External material rewards & punishments	External social rewards & punishments	Ego- involvement, Shame, Guilt	Identification with its value or meaning	Interest, Enjoyment, Satisfaction,
EXAMPLES: “I put efforts into my job because...”	“There is no real point in doing this”; “I’m wasting my time”	“...others will reward me financially”; “...I risk losing my job”	“...to get others’ approval”; “...to avoid being criticized”	“...I have to prove myself that I can (proud)”; “...otherwise I’ll feel bad about myself”	“...I personally consider is important to do it”; “...has personal significance to me”	“...what I do in my job is exciting”; “...my job is really interesting”

Motivation continuum and levels. [Based on Ryan & Deci, (2000); and Gagné et al., (2015)].



# Consequences on performance



# Benefits of intrinsic motivation

Intensity

Persistence

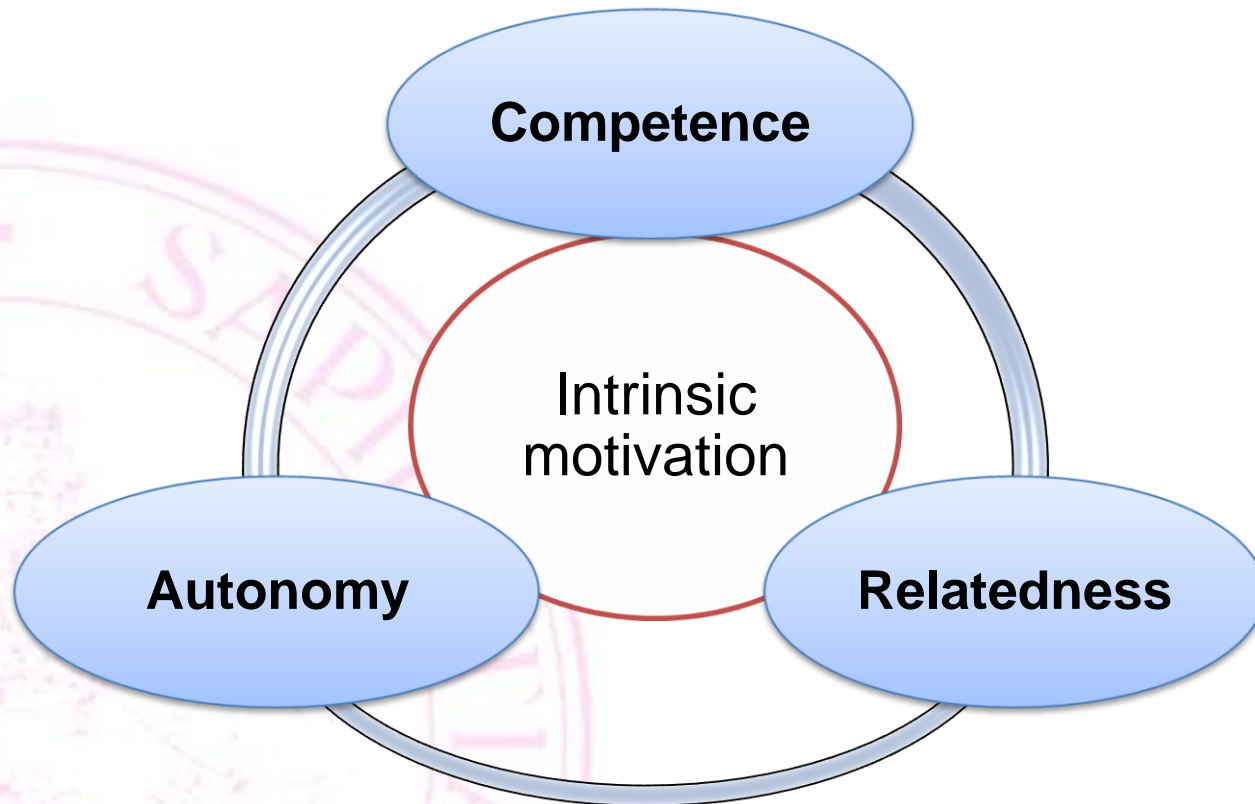
Turnover

Absenteeism

Well-being

Mindfulness

# Improving intrinsic motivation



# Considerations

- Work is work. Not so fun
- Leadership is key
- Consider other aspects

# Thank you.

Martínez-Córcoles, 2018. An overall introduction to workforce motivation. Roundtable meeting on Motivating Staff with Accountability for Nuclear Security. Vienna, Austria. Retrieved from [wins.org](https://www.wins.org).