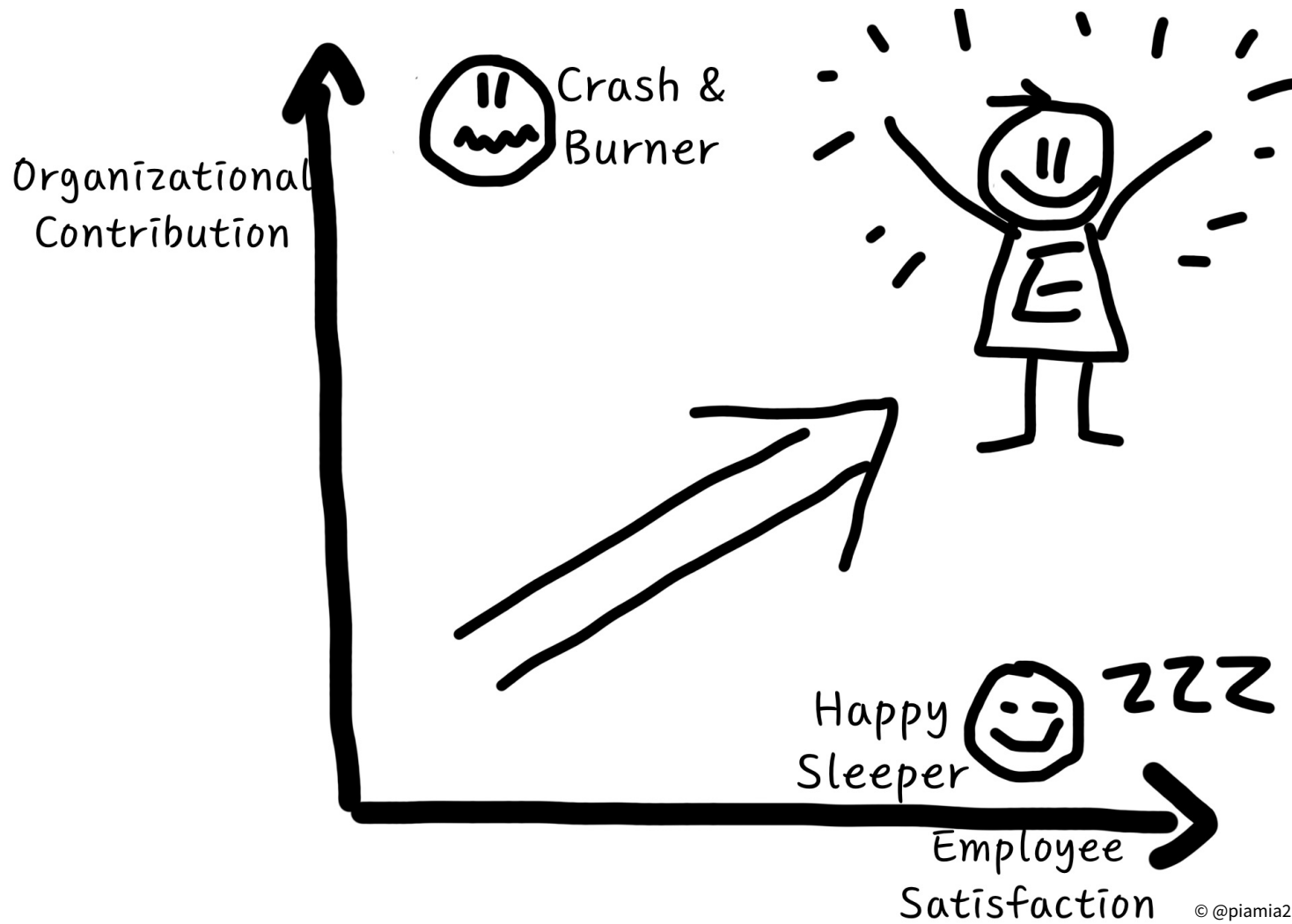


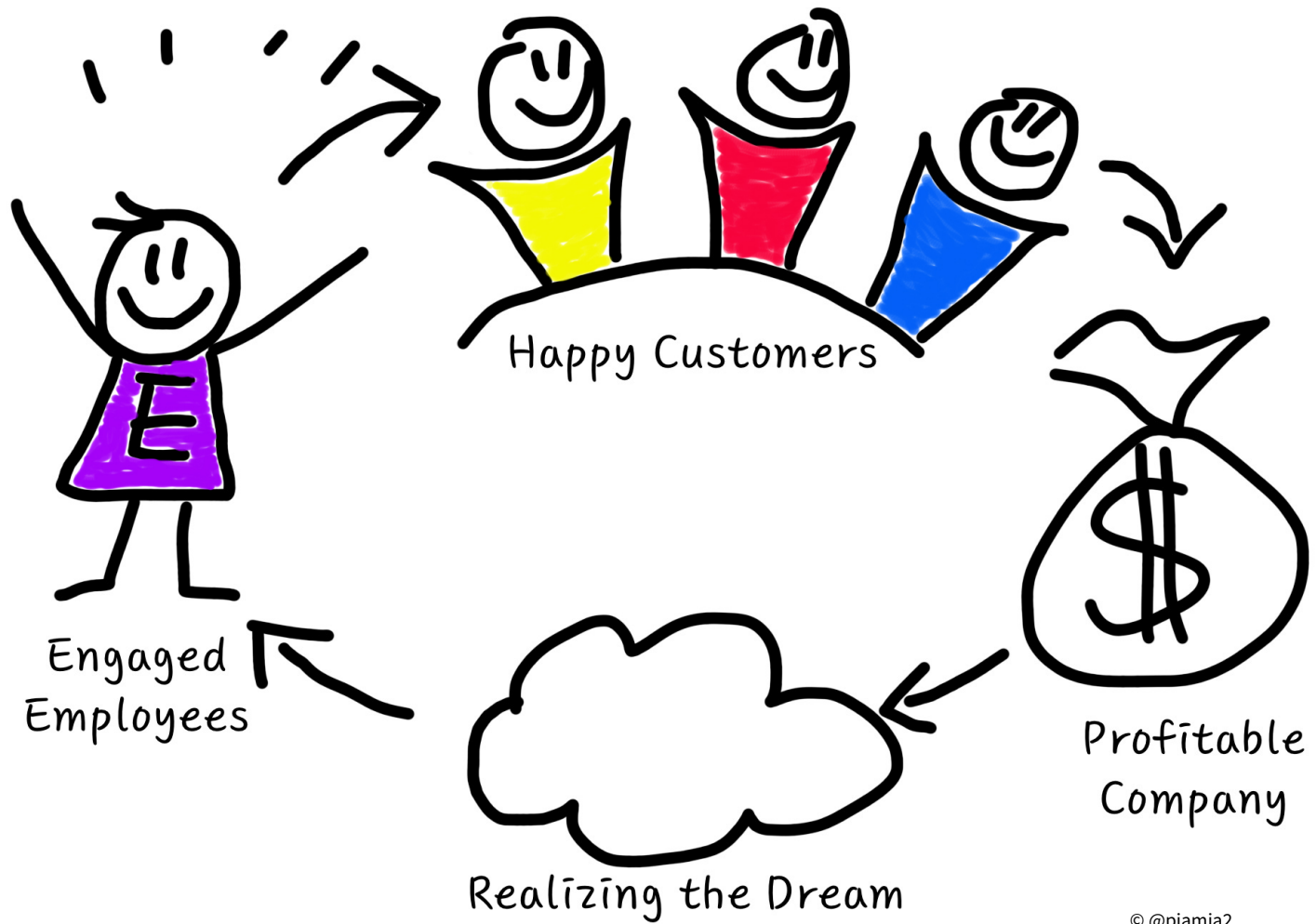


Intrinsic Motivation – the key to high-performing teams

Pia-Maria Thorén







Dan Pink: Drive

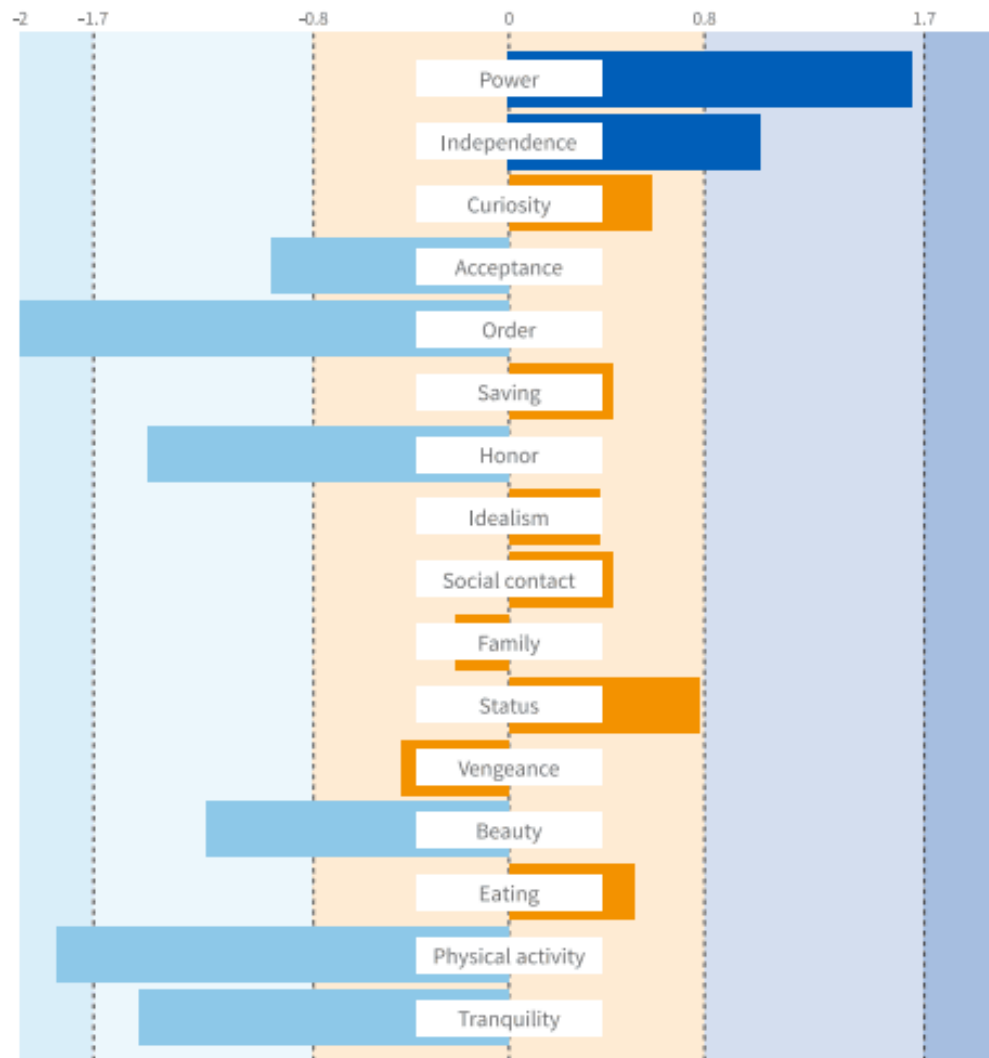


Autonomy = Self leadership

Mastery = Competence

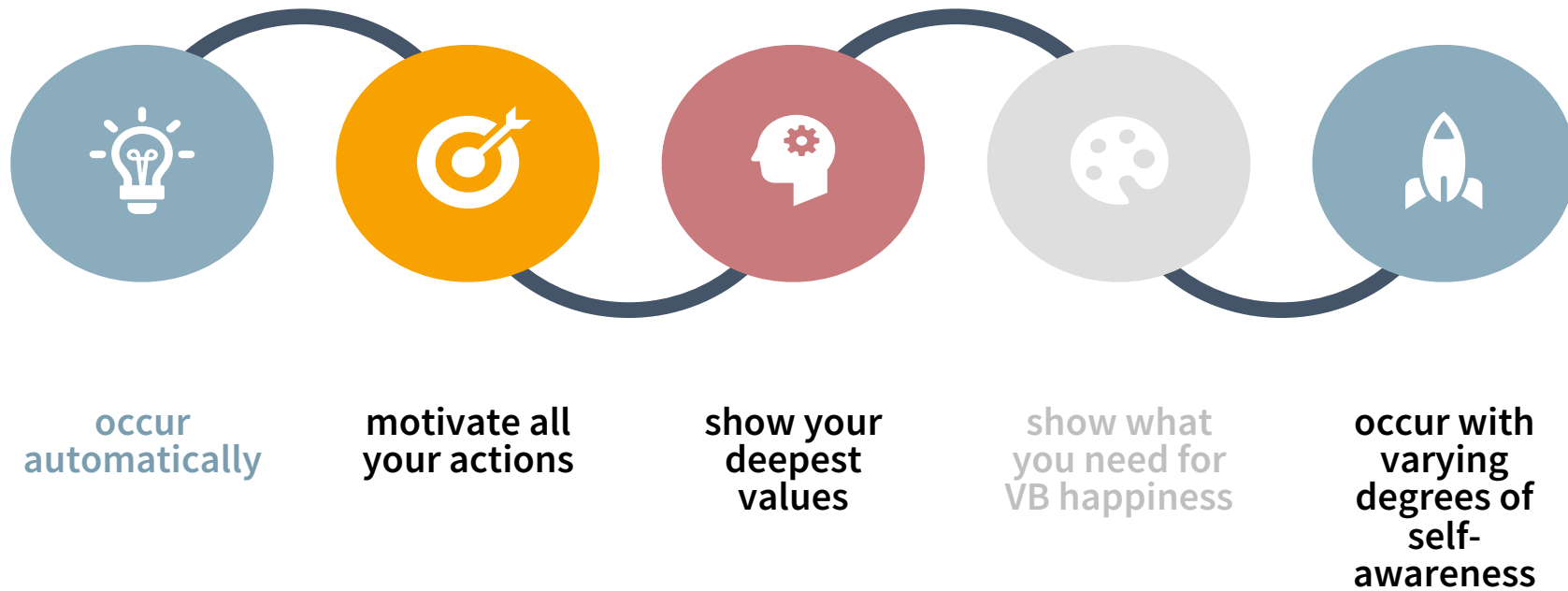
Purpose = A higher goal

Steven Reiss: The Reiss Motivation Profile

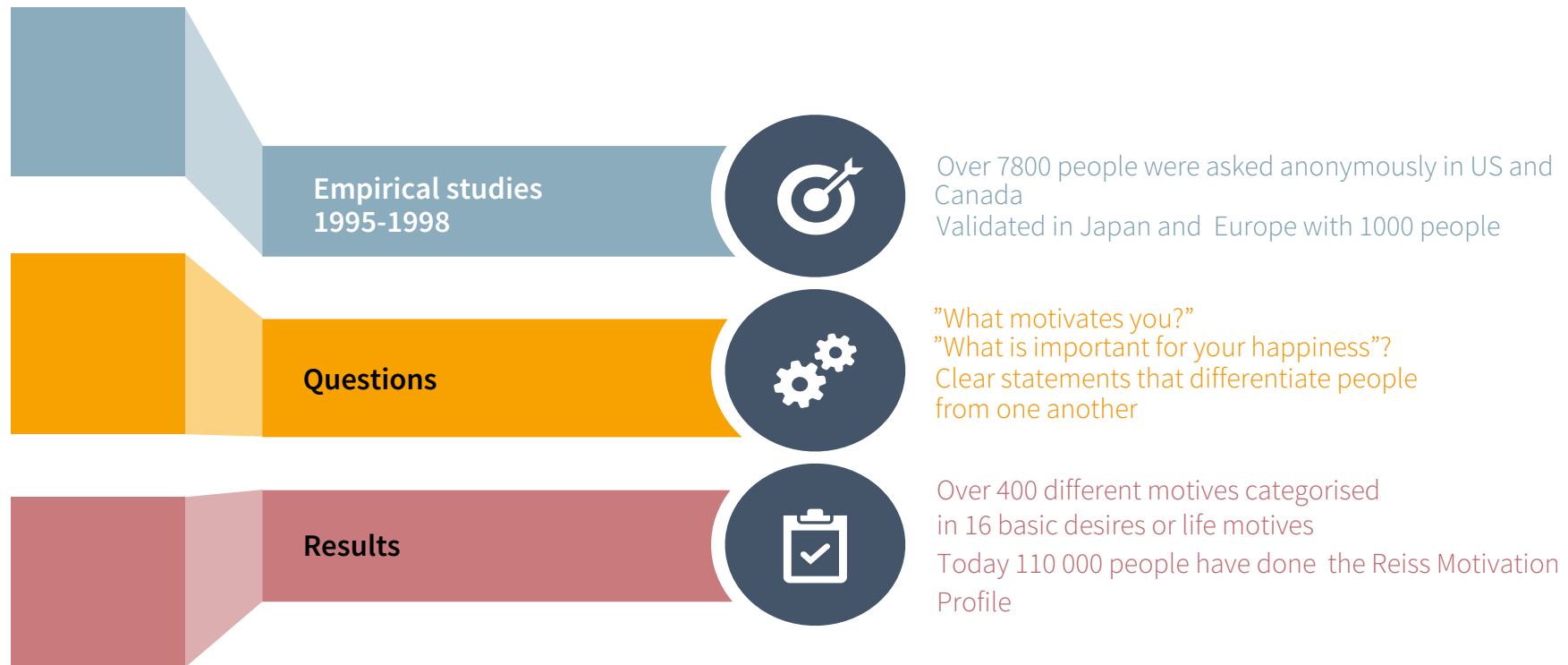




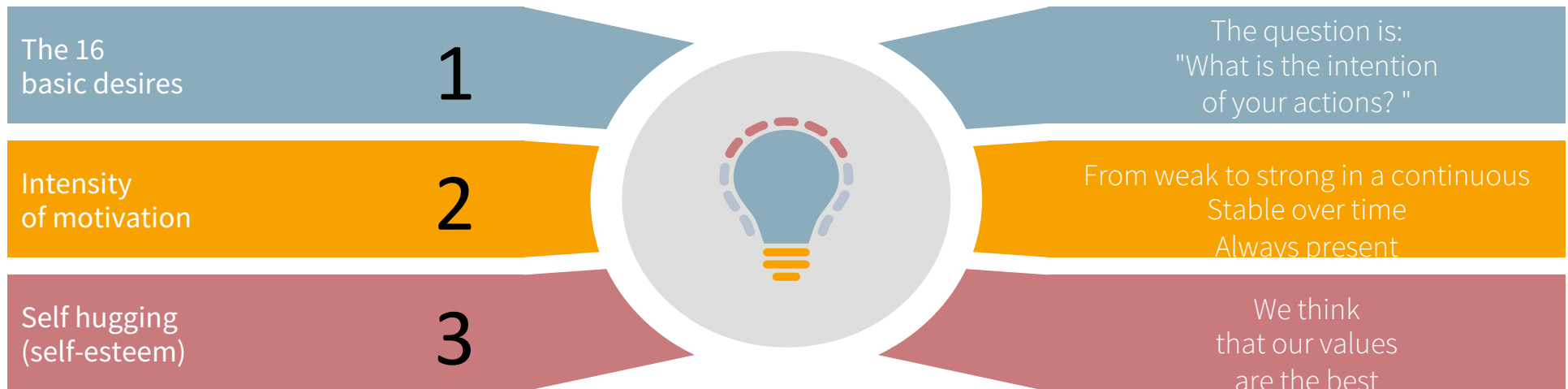
Your basic (fundamental) desires



Steven Reiss research



The three basic ideas of Steven Reiss














BASIC DESIRE	END GOALS
Power	Achievement, competence, leadership
Independence	Freedom, ego integrity
Curiosity	Knowledge, truth
Acceptance	Positive self-image, self-worth
Order	Cleanliness, stability, organization
Savin	Collection, property
Honor	Morality, character, loyalty
Idealism	Fairness, justice
Social contact	Friendship, fun
Family	Children
Status	Wealth, titles, attention, awards
Vengeance	Winning, aggression
Beauty	Beauty, aesthetic
Eating	Food, dining, hunting
Physical exercise	Fitness
Tranquility	Relaxation, safety

Power



The desire to influence and decide

Independence



The desire for self-reliance

Curiosity



The desire for knowledge and thinking

Acceptance



The desire for inclusion

Order



The desire for organisation

Saving



The desire to collect things

Honor



The desire for upright character

Idealism



The desire for social justice

Social contact



The desire for companionship

Beauty



The desire for beauty

Family



The desire to raise one's own children

Status



The desire for social standing

Vengeance/Winning



The desire to win and get even

Eating



The desire to consume food

Physical activity



The desire to exercise of muscles

Tranquility



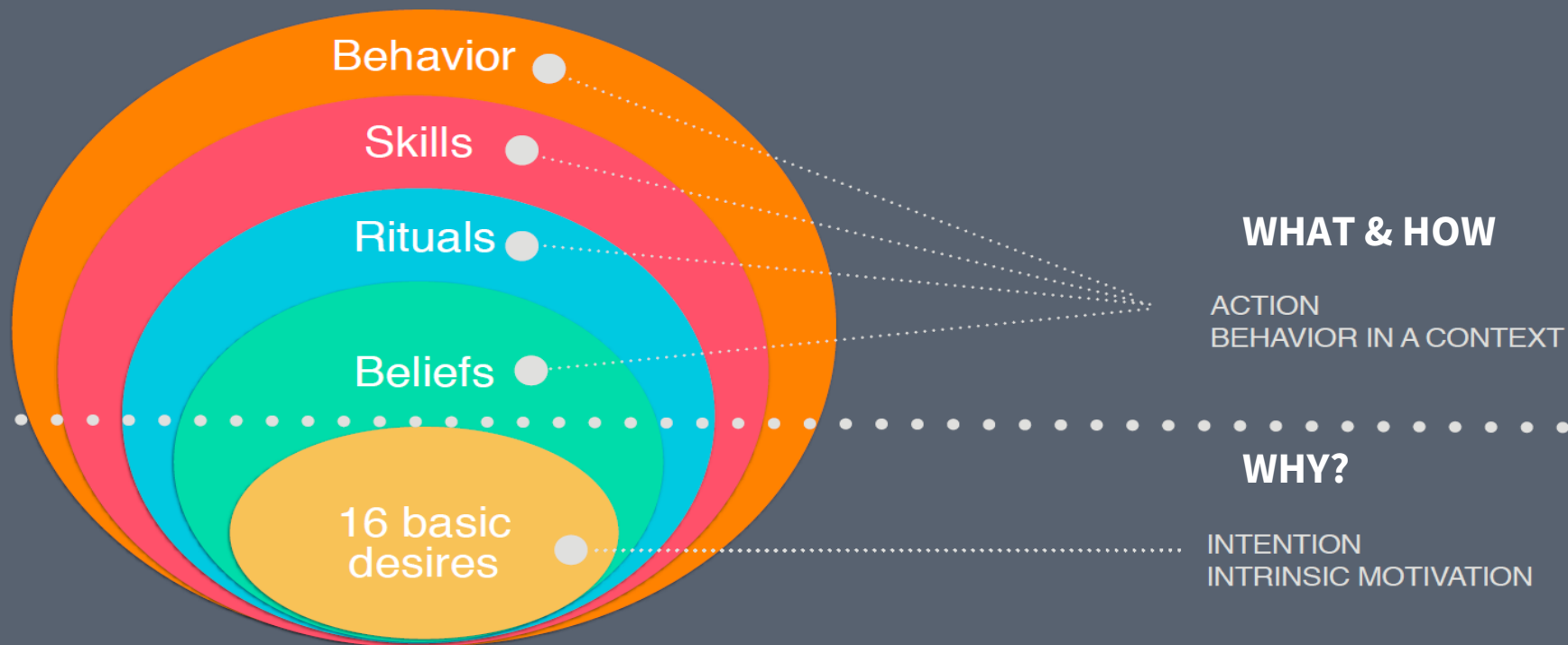
The desire for emotional calm

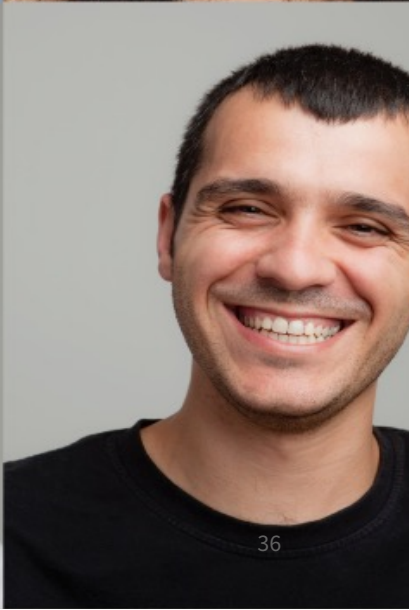
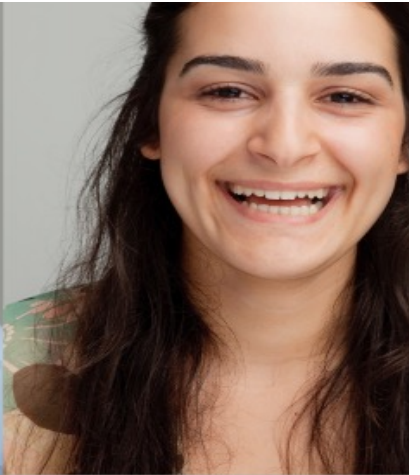




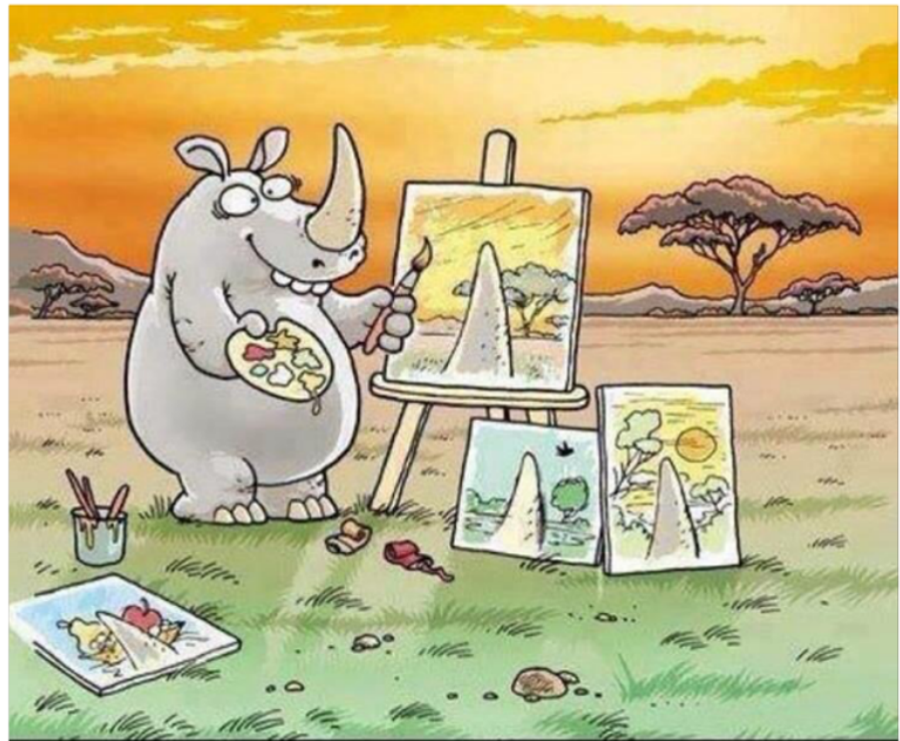


The Reiss Motivation Profile

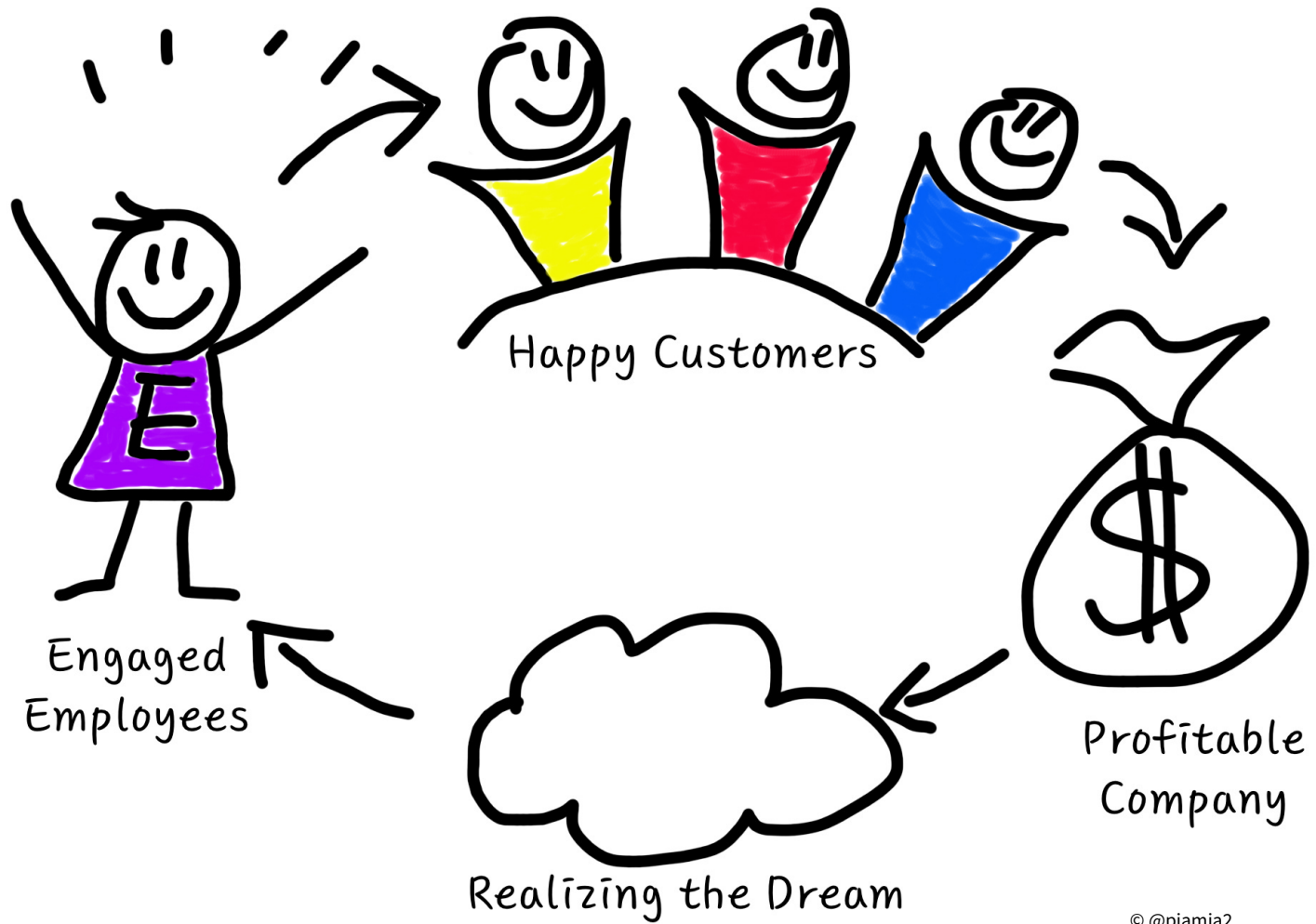








You see the world
as you are!



AGILE PEOPLE

A Radical Approach for HR & Managers
(That Leads to Motivated Employees)



PIA-MARIA THORPE

Thank you!



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