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How can you **regain motivation**?

A more modern take on the old "carrot and stick" approach.



According to Daniel Pink, there are **three key drivers** behind human motivation: purpose, autonomy, and mastery.

Purpose

It's about how much a person feels their work has a clear and meaningful purpose. It includes a connection to personal values, an awareness of the impact being made, and a sense of contributing to something that matters to others or to society.

Autonomy

It reflects how much room a person has to make decisions in their work: schedules, ways of working, tools, approach, and the order of tasks. It's about the level of perceived freedom in daily choices and in managing one's responsibilities.

Mastery

It describes the level of competence a person feels they have and the extent to which they believe they can improve over time. It includes access to new challenges, learning tools, opportunities for feedback and exchange, and tasks that require specific skills.

Flip the page to see how present these drives are in your work ↩️

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Answer the questions below.

For each “yes,” fill in one star for the corresponding drive.

How can you **regain motivation**?

Purpose

1. Does my work have a positive impact on society?
2. Does my work benefit clients or colleagues?
3. Do I identify with the values of my company or team?
4. Is what I do at work aligned with what I privately believe in?
5. If I didn’t do this job, would something important be missing?

Autonomy

1. Can I independently decide how to manage a significant part of my work?
2. Do I have flexibility over when I work, where I work from, or which tools I use?
3. Am I given direct responsibility over projects or processes?
4. If I propose a new idea that seems valid, do I have the chance to make it happen?
5. Am I able to say “no” to tasks that don’t fall within my role?

Mastery

1. Do I feel like I’m regularly learning new things?
2. Do I receive useful feedback to help me improve?
3. Do I have access to training, peer exchange, or professional coaching?
4. Do I feel like I’m becoming increasingly skilled in my work?
5. Is my talent recognized and valued?