

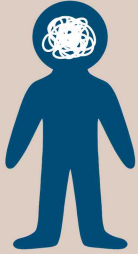
Self-Determination Theory

or how to stay motivated at work

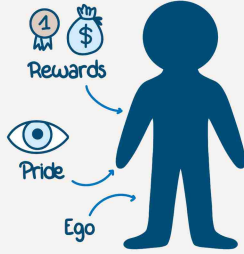
Science RH

Motivation at work is a combination of two distinct types of drivers.

Amotivation



Controlled motivation



Autonomous motivation



Three core psychological needs must be met to achieve optimal motivation.



Originally developed in the 1980s by Deci and Ryan, Self-Determination Theory has been validated by thousands of studies across various industries.

AUTONOMY

- Acting out of choice within a clear, accepted framework
- Feeling empowered to use your unique talents and energy

COMPETENCE

- Sense of accomplishment
- A natural desire to learn and improve

RELATEDNESS

- Sense of belonging
- Feeling significant

I have some breathing room to achieve my goals



I feel constantly micromanaged



I find these tasks really engaging



I'm stuck in a rut with these routine tasks



I'm making a real difference to this team



Does my contribution even matter?



WHEN EMPLOYEES FEEL TRULY SELF-DETERMINED...

...they voluntarily support their colleagues



...they anticipate problems and find solutions



...they deliver higher-quality work



...they stay actively committed to the organization for the long term



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