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WHY MOTIVATING PEOPLE DOESN'T WORK... AND WHAT DOES

More Breakthroughs for Leading, Energizing, and Engaging

SUSAN FOWLER

FOREWORD BY GARRY RIDGE, CHAIRMAN EMERITUS OF WD-40 COMPANY

Why Motivating People Doesnt Work

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Why Motivating People Doesnt Work:

Why Motivating People Doesn't Work . . . and What Does Susan Fowler, 2014-09-30 Based on the latest research and extensive work with hundreds of companies Susan Fowler has a shocking message to leaders about motivating their people STOP In this groundbreaking book Susan shows leaders how they can get out of the way and encourage their people to learn the skills of self motivation Why Motivating People Doesn't Work...and What Does, Second Edition Susan Fowler, 2023-05-16 Leaders who want to amp up employee morale should take a look Publishers Weekly What if the answer to motivating people is to stop trying to motivate them The second edition of this bestseller reveals how motivation science is essential for solving the most vexing leadership issues from hybrid work and retention to employee engagement Leaders face a motivation dilemma Traditional command and control management styles and carrot and stick motivation techniques have been proven ineffective Motivation researcher and leadership consultant Susan Fowler expands on her groundbreaking Spectrum of Motivation model in this updated post pandemic edition New chapters tackle motivation science s role in managing remote and hybrid work expose overused tactics such as gamification and tokens and tell the fascinating backstory behind the great resignation and guiet guitting Fowler's approach to leadership is fresh pragmatic and inspiring But it's also empirically sound Her framework builds on Self Determination Theory equipping leaders with skills to encourage choice deepen connection and build competence Leaders who mastered this method have experienced breakthroughs with higher retention lower turnover greater acceptance of DEIJ initiatives and a more vital creative and resilient workforce Through her experiences working with organizations and leaders around the world Fowler reminds us that motivation is at the heart of everything people do and everything they don't do but wish they did When managers integrate motivation science into their everyday leadership practice an evolutionary truth emerges people can be highly productive and flourish simultaneously

Why Motivating People Doesn't Work . . . and What Does Susan Fowler, 2017-02-27 A top leadership consultant says Stop trying to motivate people Find a powerful alternative to the carrot and stick in this science driven guide It s frustrating for everyone involved and it just doesn t work You can t motivate people they are already motivated but generally in superficial and short term ways In this book Susan Fowler builds upon the latest scientific research on the nature of human motivation to lay out a tested model and course of action that will help leaders guide their people toward the kind of motivation that not only increases productivity and engagement but that gives them a profound sense of purpose and fulfillment Fowler argues that leaders still depend on traditional carrot and stick techniques because they haven t understood their alternatives and don t know what skills are necessary to apply the new science of motivation Her Optimal Motivation process shows leaders how to move people away from dependence on external rewards and help them discover how their jobs can meet the deeper psychological needs for autonomy relatedness and competence that science tells us result in meaningful and sustainable motivation Optimal Motivation has been proven in organizations all over the world Fowler s

clients include Microsoft CVS NASA the Catholic Leadership Institute H R Block Mattel and dozens more Throughout this book she illustrates how each step of the process works using real life examples and offers a groundbreaking answer for leaders who want to get motivation right Why Motivating People Doesn't Work...and What Does Susan Fowler, 2015 If you still use the usual carrot and stick methods for motivating people don t bother They simply don t work In this engaging video workshop Susan Fowler consultant coach and top leadership researcher introduces a tested model and course of action to help leaders guide people toward the kind of motivation that genuinely increases and sustains productivity and engagement Based on her popular book of the same name and modeled on the live workshop experience Fowler brings to organizations such as Microsoft CVS NASA and H R Block this video includes real life examples and poignant stories to demonstrate the effectiveness of the Optimal Motivation process You ll get actionable advice on how to move people away from dependence on external rewards and help them discover how their jobs can meet the deeper psychological needs for autonomy relatedness and competence This video workshop covers A leader s role in motivation from both a leadership and self leadership perspective The Spectrum of Motivation model and the six Motivational Outlooks Psychological Needs the heart of the new science of motivation Self Regulation and the role it plays in shifting a Motivational Outlook Why motivation is a skill that can be taught learned nurtured and sustained Making shift happen through Motivational Outlook Conversations Rethinking five beliefs that erode workplace motivation About the presenter Susan Fowler has over 30 years experience as a researcher consultant and coach in more than 30 countries around the globe in the field of leadership She s the lead developer of The Ken Blanchard Company's Optimal Motivation program which has been implemented worldwide Susan is the bestselling author of Situational Self Leadership and the One Minute Manager with Ken Blanchard and Laurence Hawkins Achieve Leadership Genius with Drea Zigarmi and Dick Lyles Leading at a Higher Level with Ken Blanchard The Team Leader's Idea a Day Guide with Drea Zigarmi Empowerment with Ken Blanchard and Good Leaders Good Shepherds Why Motivating People Doesn't Work . . . and What Does (getAbstract Summary) ,2019 Motivation doesn with Dick Lyles t work when it comes from the outside People must motivate themselves Help your employees reach higher levels of satisfaction and performance by moving beyond traditional motivational techniques This audio only course by getAbstract summarizes Susan Fowler's popular book Why Motivating People Doesn t Work and What Does Drawing on years of extensive research Susan explains how managers can unleash employees maximum potential without resorting to a mindless carrot and stick approach that creates more problems than it solves getAbstract recommends Fowler's iconoclastic ideas to leaders small 476536564 owners and startup entrepreneurs who are ready to move beyond traditional motivational techniques This audiobook summary was created by getAbstract the world's largest provider of 476536564 book summaries We are pleased to offer this training in our library The Encouraging Mentor Brian Raison PhD,2024-01-25 One of the most important things you can do in life is encourage someone Doing that as a caring mentor increases the impact The

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Table of Contents Why Motivating People Doesnt Work

- 1. Understanding the eBook Why Motivating People Doesnt Work
 - The Rise of Digital Reading Why Motivating People Doesnt Work
 - Advantages of eBooks Over Traditional Books
- 2. Identifying Why Motivating People Doesnt Work
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Why Motivating People Doesnt Work
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Why Motivating People Doesnt Work
 - Personalized Recommendations
 - Why Motivating People Doesnt Work User Reviews and Ratings
 - Why Motivating People Doesnt Work and Bestseller Lists
- 5. Accessing Why Motivating People Doesnt Work Free and Paid eBooks
 - Why Motivating People Doesnt Work Public Domain eBooks
 - Why Motivating People Doesnt Work eBook Subscription Services
 - Why Motivating People Doesnt Work Budget-Friendly Options
- 6. Navigating Why Motivating People Doesnt Work eBook Formats

- o ePub, PDF, MOBI, and More
- Why Motivating People Doesnt Work Compatibility with Devices
- Why Motivating People Doesnt Work Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Why Motivating People Doesnt Work
 - Highlighting and Note-Taking Why Motivating People Doesnt Work
 - Interactive Elements Why Motivating People Doesnt Work
- 8. Staying Engaged with Why Motivating People Doesnt Work
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Why Motivating People Doesnt Work
- 9. Balancing eBooks and Physical Books Why Motivating People Doesnt Work
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Why Motivating People Doesnt Work
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Why Motivating People Doesnt Work
 - Setting Reading Goals Why Motivating People Doesnt Work
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Why Motivating People Doesnt Work
 - Fact-Checking eBook Content of Why Motivating People Doesnt Work
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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