



## A Question of Motivation

### Description

A very quick blog this week, whilst I work on a few deeper ones (possibly)

An argument that is pretty constant in Gamification, is that of Extrinsic vs Intrinsic motivation / rewards. Things like badges, points and even money vs altruism, autonomy, status and more. The general consensus, based on the works of people like Deci and talks by people like Daniel Pink, is that extrinsic motivation is in no way better than intrinsic motivation. The research shows that being almost bribed to do stuff will actually decrease your effectiveness.

That said, almost everyone agrees that extrinsic rewards are very handy for on boarding – for quick fixes and pushes.

Anyway, here is my question / puzzle.

Your boss invites you in to his office with two offers.

1. You can have promotion, earning you extra social status – but of course extra responsibility and workload. However, rather than getting a pay rise, you can choose a charity for the extra money to go to.
2. You can stay the same grade you are now, but you can have the pay rise that would be equivalent to a promotion. Again, the workload would increase.

The first choice gives you lots of nice intrinsic options. Choice, Status, Altruism, Charity, Autonomy, Relatedness etc. The second choice is purely extrinsic – you get more money.

Intrinsic vs Extrinsic – What would you choose?

**For me**, my motivation to work is to provide for my family. As such, I would personally go for the money! In gamification, there are a lot of people concentrating on making systems more interesting and engaging, but so few seem (on the surface at least) to be looking at what motivates each

individual. Not every person reacts in the same way to every situation – no matter how well researched the psychology is.

### **Category**

1. Gamification
2. Technology

### **Tags**

1. andrzej marczewski
2. badges
3. engagement
4. extrinsic
5. game dynamics
6. game mechanics
7. game theory
8. Gamification
9. intrinsic
10. motivation
11. rewards
12. trophies
13. video games

default watermark

### **Date Created**

03/11/2012

### **Author**

andrzej-marczewski