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What You Get Is How You Reward

Leaders and managers spend a lot of time thinking about how to get people to do something, i.e. motivation. Academics and practitioners continue to find the magic formula for motivating people in the workplace.

From one perspective, motivation is defined as something that energizes, directs, and sustains behaviors toward a goal. In that view, motivation is something that is done to someone. From a different perspective explained by Alfie Kohn in his book *Punished by Rewards*, motivation is something that cannot be forced externally. According to Kohn all we can do is to **set up conditions for people to excel by removing constraints and maximizing a person's intrinsic interest and abilities.**



Read my full article to learn how to motivate and when to give recognition.

[Read My Article](#)

FREE ASSESSMENT

Are your employees happy in their jobs? Satisfied employees are more productive. Offer this assessment to each employee to find out.

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FEATURE BOOK

**Leading the Total Quality Mission:
Aligning Principles, Practices and Management
Volume 1**

By: Orlando E. Blake PhD CPT



Leading the Total Quality Mission: Building capability and commitment, Volume 2, is a book about the value of aligning good leadership practices with a commitment to total quality and the inherent worth of people in organizations.

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TESTIMONIAL

"I have enjoyed working with you and will certainly keep you at the top of my list of proven experts. Please feel free to use me as a referral."

- Robert Edmund, President, Edmund Optics

For any questions related to your business, please contact me. I would be happy to learn more about your organization.

Sincerely,

Orlando E. Blake, PhD, CPT

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