

The surprising truth about what motivates us

1. Vocabulary: Find English synonyms or paraphrase the word

1. freaky	strange	9. salary	income
2. reward	prize	10. issue	problem
3. behaviour	actions	11. skilled work	expert task
4. to punish	penalize	12. insane	mad
5. to incentivise	motivate	13. transcendent	superior
6. cognitive	mental	14. unmoored	adrift
7. to fund	finance	15. crappy	poor
8. to defy	challenge	16. to flourish	to succeed

2. Questions on the video

- What was the result of the test done by the M.I.T. (Massachusetts Institute of Technology)?
grop of sundends test of prof. reward 3 that rew dont work.
- Who funded the test? The Federal Reserve Bank funded the research.
- Where did they repeat the test? What was the result then? They repeated the test in Madurai, rural India.
The results were similar: people offered medium rewards did no better than those offered small rewards, and those offered the highest rewards performed the worst.
- What is a fact about money as a motivator? However, how should money as a motivator be used? : If you don't pay people enough, they won't be motivated. However, the best use of money as a motivator is to pay people enough to take the issue of money off the table, so they're thinking about the work, not money.
- What are the factors which lead to better performance and personal satisfaction?
Explain them in your own words.
Autonomy: The desire to be self-directed and direct our own lives.
Mastery: The urge to get better at stuff.
Purpose: The desire to do work that has meaning and is important.
- Name the examples that are mentioned about...
 - A autonomy : Autonomy: Atlassian's "FedEx Day" where employees work on anything they want for 24 hours.
 - M mastrey : Wikipedia
 - P ourpes : Skype: free telephone calls all over world. Steve Jobs: smartphones widely available.
- What happens when the profit motive is unmoored from the purpose motive?
When profit motive becomes disconnected from purpose, it can lead to bad things ethically, crappy products, lame services, and uninspiring places to work

8. When are companies flourishing? Which examples are mentioned?

treat employees like people not horses: give them autonomy, mastery, purpose

9. What is your personal experience with motivation in **your** company?

How does your company motivate you and other employees?

Describe the autonomy, mastery and purpose that your company gives to you.

Write about 150 words.

10. What is **your** opinion on the result of the studies? Write about 150 words.

Hint:

I may collect some worksheets/ answer sheets in order to mark them!

9 FRAGE

Sulzer GmbH, the company where I am an apprentice, offers numerous benefits to both their employees and students. For example, they provide the privilege of remote work or flexible working hours. Additionally, employees enjoy complimentary fruits and various drinks at no cost.

The company also offers further benefits for those interested in obtaining new certifications in different programming languages such as Java, JavaScript, Salesforce or SAP.

To promote a healthy lifestyle, Sulzer GmbH provides free sports courses or discounts at public gyms. For those working from home, the company supplies appropriate work tools, including dual monitors, a laptop, a desk, an ergonomic chair, a mouse, and a keyboard.

Management encourages new ideas for project growth. We have daily meetings, and once a week, we update each other on tasks and projects. Our team collaborates effectively to achieve better results.