

Motivation and Goals

Today's Gameplan

- 1 The What of Motivation
- 2 Intrinsic and Extrinsic Motivation
- 3 Stacking Your Intrinsic Motivators

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22 Flow Triggers: The High Performance Tool Kit

Individual Triggers:

- Curiosity/Passion/Purpose
- Autonomy
- Complete Concentration
- Risk
- Novelty
- Complexity
- Unpredictability
- Deep Embodiment
- Immediate Feedback
- Clear Goals
- Challenge / Skills Ratio
- Creativity / Pattern Recognition

Group Triggers

- Complete Concentration
- Shared Goals
- Shared Risk
- Yes and...
- Close Listening
- Autonomy / A Sense of Control
- Blending Egos
- Familiarity
- Equal Participation
- Open Communication

Trigger Neuroscience

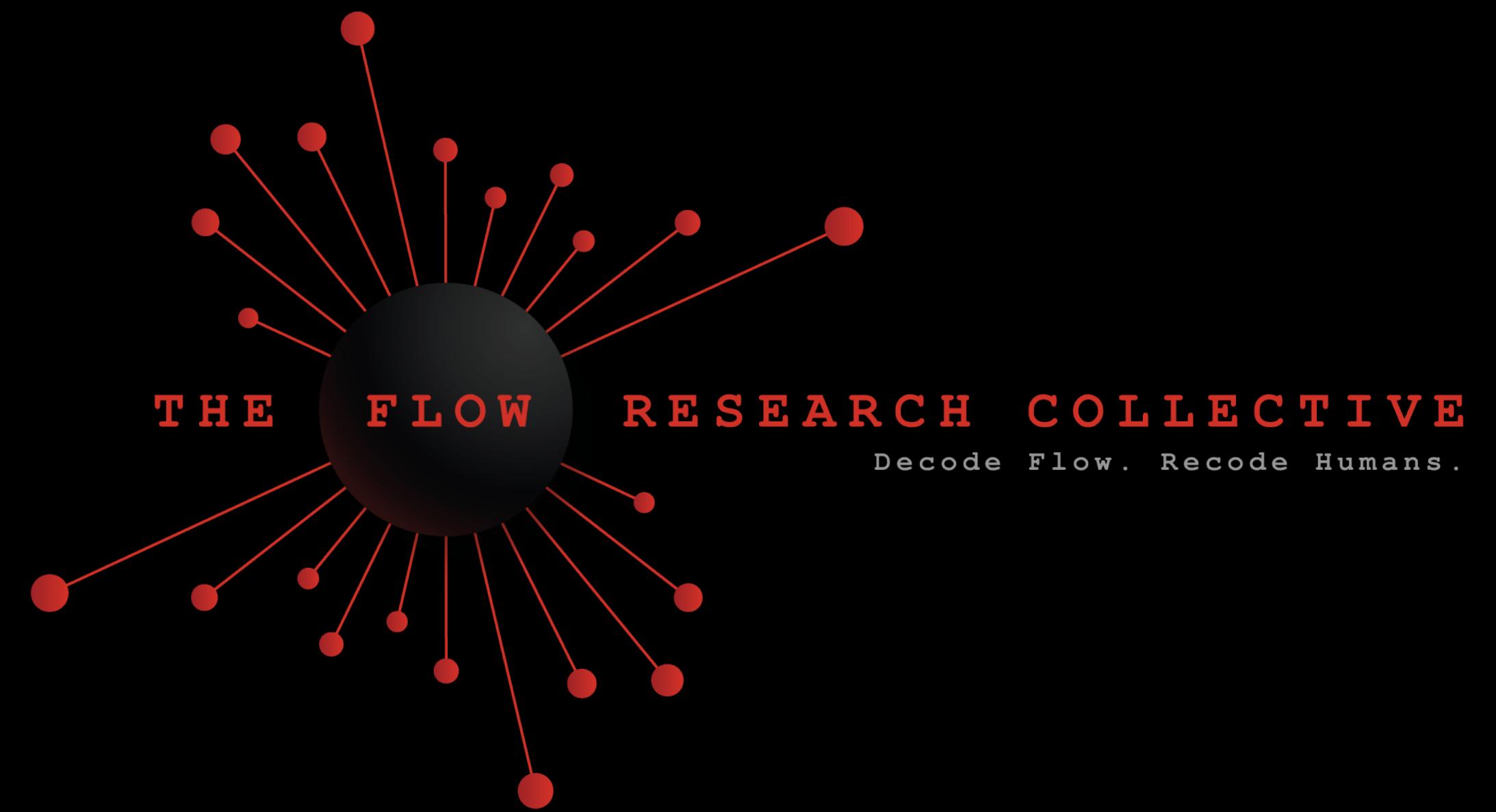
- 1 Dopamine
- 2 Norepinephrine
- 3 Lowers Cognitive Load

The Best News: Flow Is Trainable



THE FLOW RESEARCH COLLECTIVE

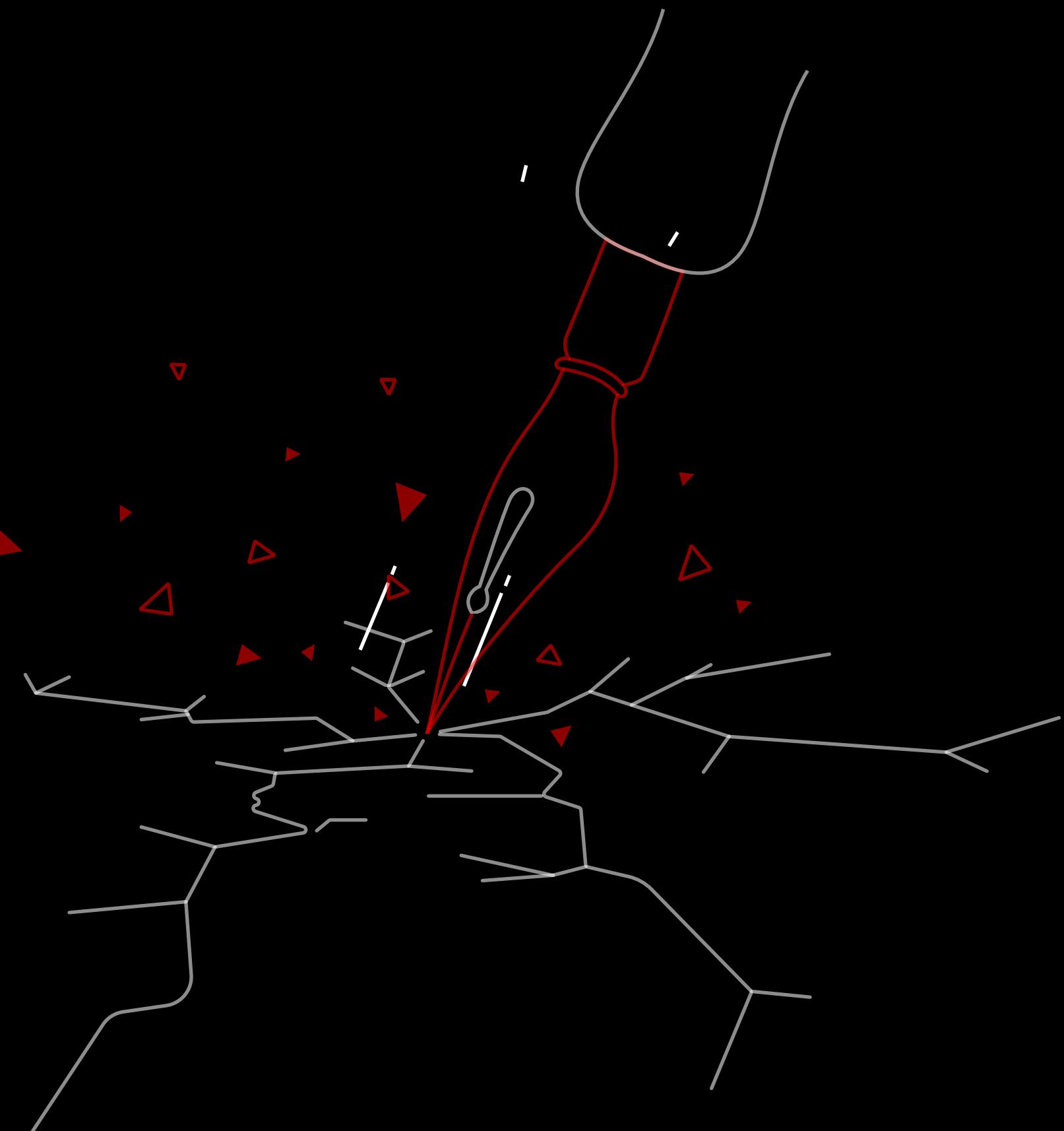
FRC: On Average 80% Increase in Flow



THE FLOW RESEARCH COLLECTIVE

Triggers Everywhere: A Culture of Innovation

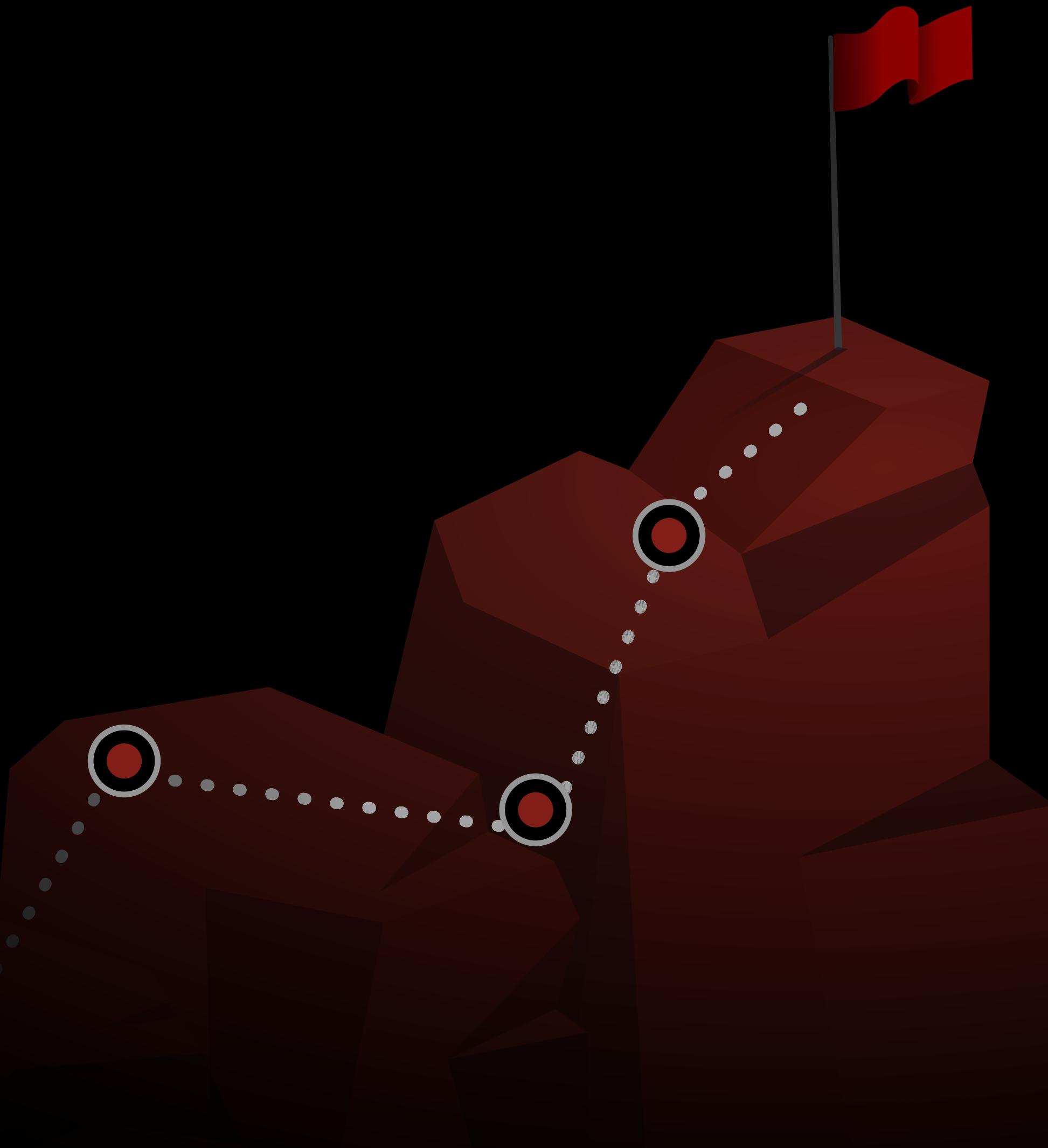
- Novelty
- Complexity
- Unpredictability
- Risk
- Curiosity/Passion/Purpose
- Clear Goals
- Immediate Feedback
- Autonomy
- C/S Balance
- Creativity



Silicon Valley: Trigger Rich

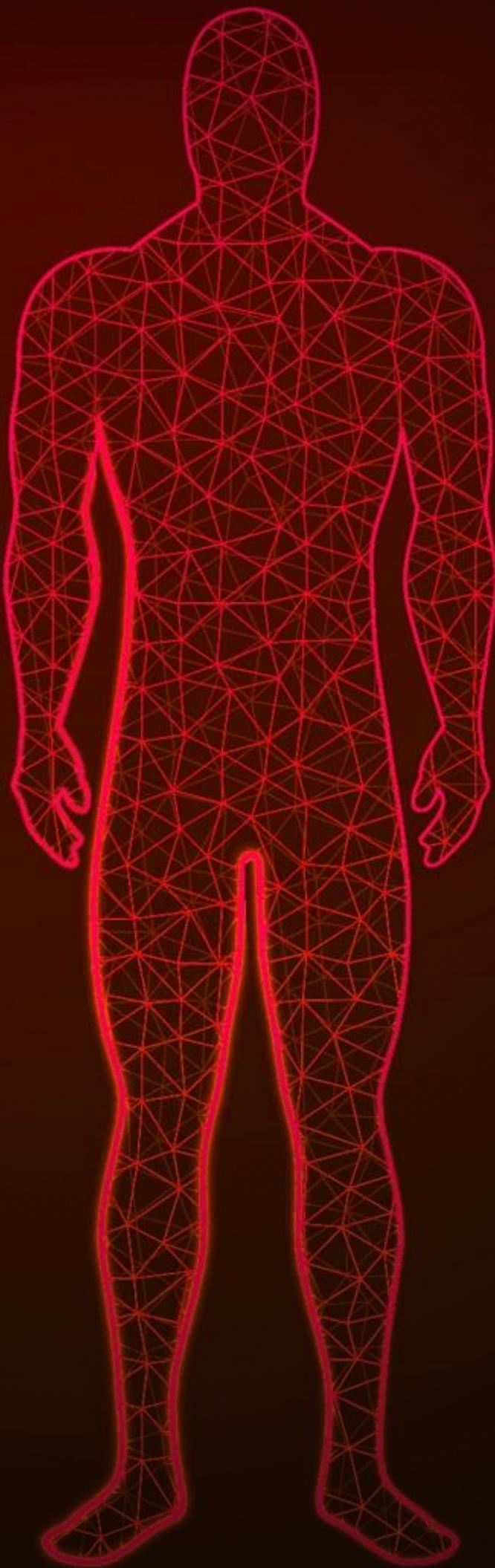
- 
- 1** Novelty
 - 2** Complexity
 - 3** Unpredictability
 - 4** Risk
 - 5** Passion
 - 6** Clear Goals
 - 7** Immediate Feedback
 - 8** Autonomy
 - 9** C/S Balance
 - 10** Creativity

**Your Primary Flow
Experience Is A Guide To Your
Genetics and Trigger
Sensitivity**



Autotelic Personality

- 1** Curiosity
- 2** Persistence
- 3** Low Self-Centeredness
- 4** High in Autonomy/Independence
- 5** High in Collaborative/Cooperative Tendencies

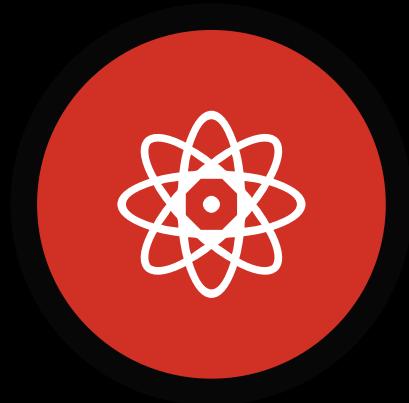


Stacking Intrinsic Motivation: Follow the Biology



Autonomy

The freedom to pursue your purpose



Mastery

The skills to pursue that purpose



Curiosity

The basic fuel



Passion

The intersection of multiple curiosities



Purpose

Passion + A cause bigger than yourself

Passion & Purpose Demystified

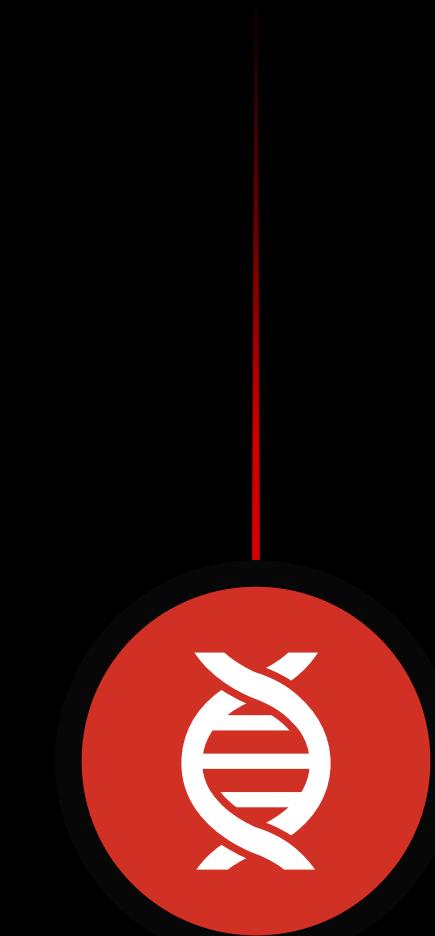
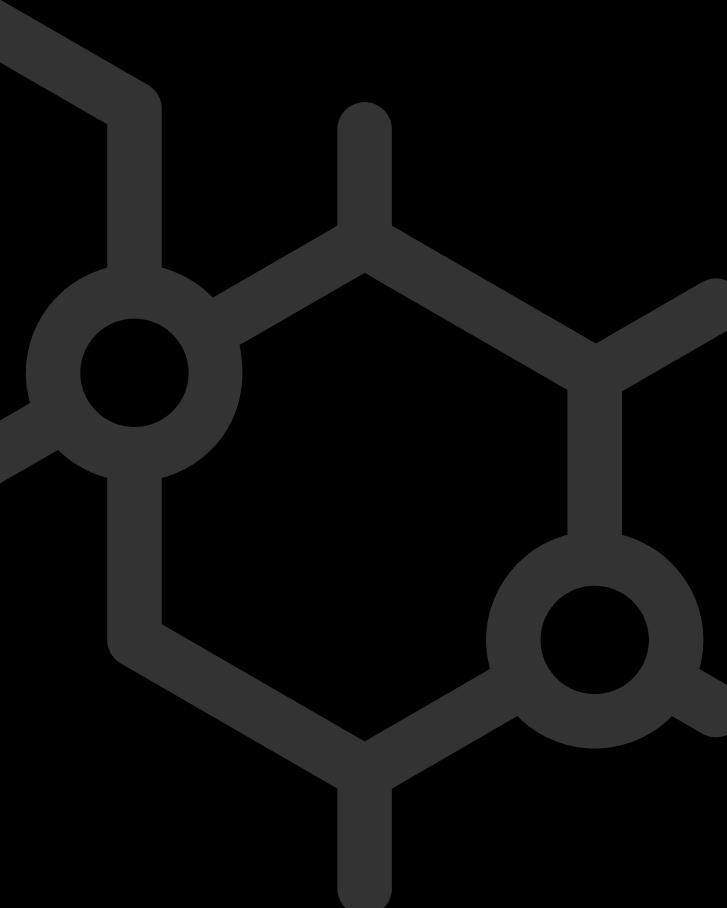
- 1** Passion is a focusing mechanism
- 2** Purpose shifts internal (ego) focus to external focus
- 3** Both drive a desire for autonomy and mastery (DA reward loop)

The Biology of Drive:

It's all about the neurochemicals

Reward Chemistry

- 1 Dopamine (DA)
- 2 Norepinephrine (NE)
- 3 Acetylcholine (ACH)
- 4 Anandamide (AND)
- 5 Oxytocin (OT)
- 6 Endorphins (END)
- 7 Serotonin (5-HT)



Intrinsic Drivers

- Curiosity** = Low Dose NE + DA
- Passion** = High Dose NE + DA
- Purpose** = NE + DA + OT + END
- Autonomy** = ACH + DA
- Mastery** = DA + AND + 5-HT (?)x



Goal Stacking



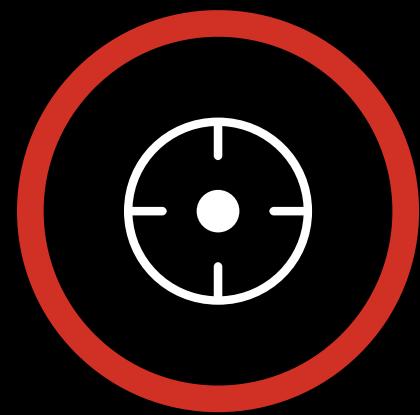
Massively Transformative
Purpose (lifetime)



High, Hard Goals
(1-10 yrs. span)



Operational Chunked
Goals (weeks to months)



Clear Goals
(today)

* Stacking Little Wins is Formula For Plasticity

** Plasticity is Formula for Expanded Capacity

*** Clarity is Passion/Purpose + Expanded Capacity

**** Clear Goals = Flow Trigger

The Mechanics of Clear Goals

The Art of Chunking

4% and the C/S sweet spot

Deployed As To-Dos

To lower cognitive load

Deployed In-Situ

To trigger or maximize (extend) flow

Cannot Sacrifice Future Goals

To leverage intrinsic motivation

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Five Side Effects of Aligning Your Intrinsic Motivational Stack



The Kid At Christmas Effect

Going to bed so excited to wake up in the morning and work that you can't sleep.



Unstoppable Momentum

Limitless, boundless, electricity running through your veins level motivation.



Improved Performance

A plethora of peak performance skills jack up; intuitive decision making, long term thinking, improved creativity.



Effortless Effort

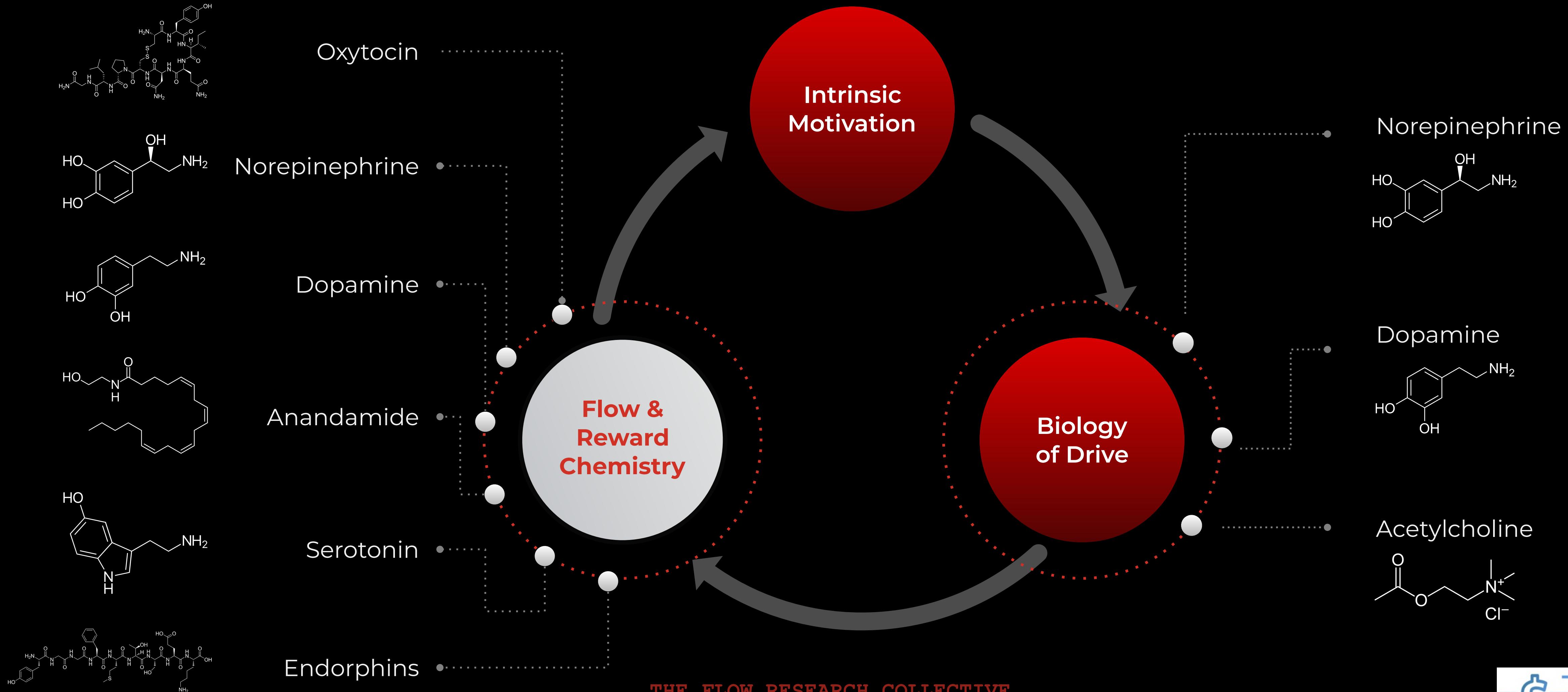
Working "hard" becomes irresistibly easy.



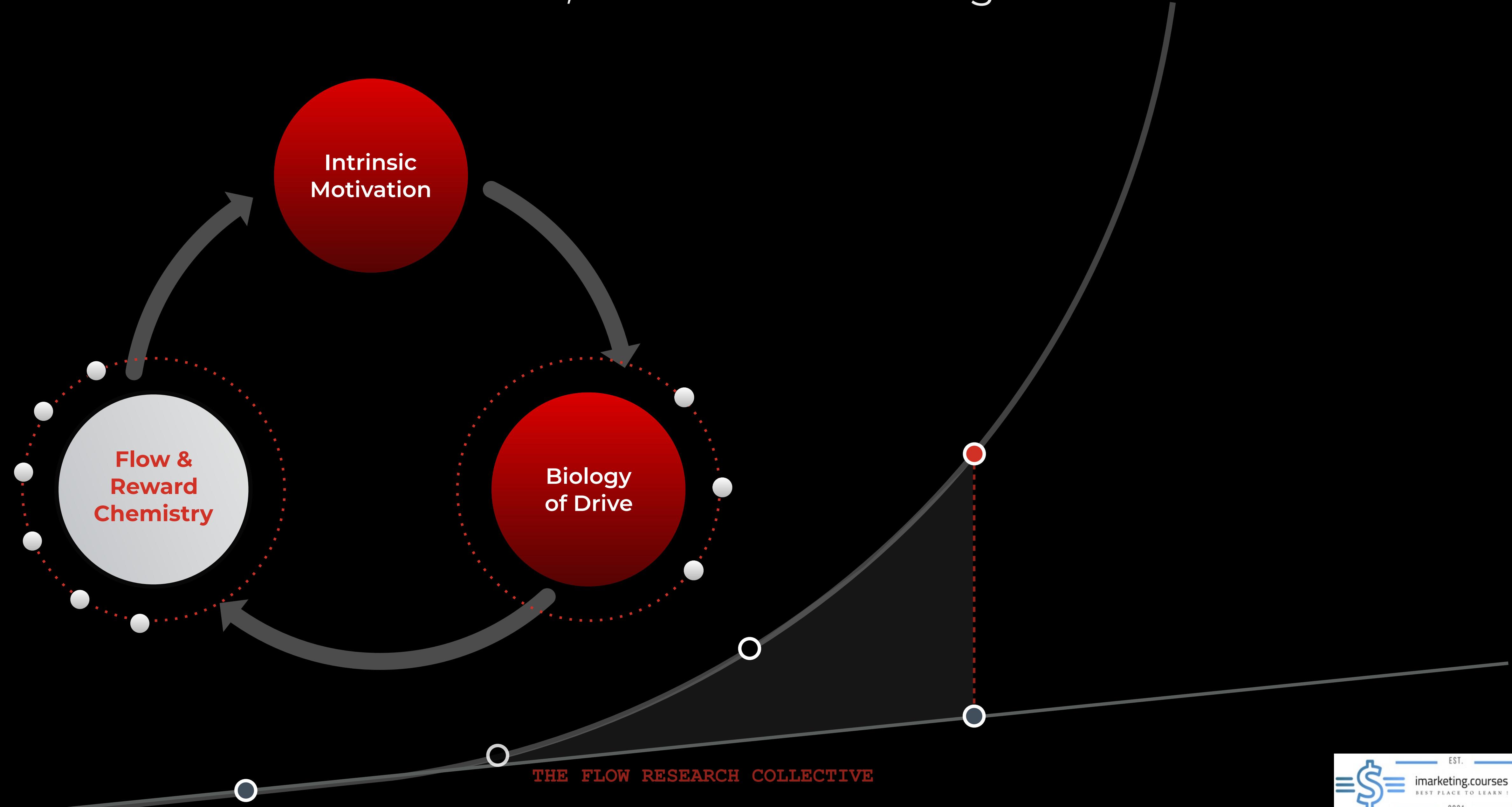
Self Perpetuation

Intrinsic motivation feeds itself, compounding endlessly.

Intrinsic Motivation As A Self Perpetuating Feedback Loop



Over Time, Here's What's Going To You



With Time Extrinsic Motivation Will Dissipate Yielding Additional Benefits

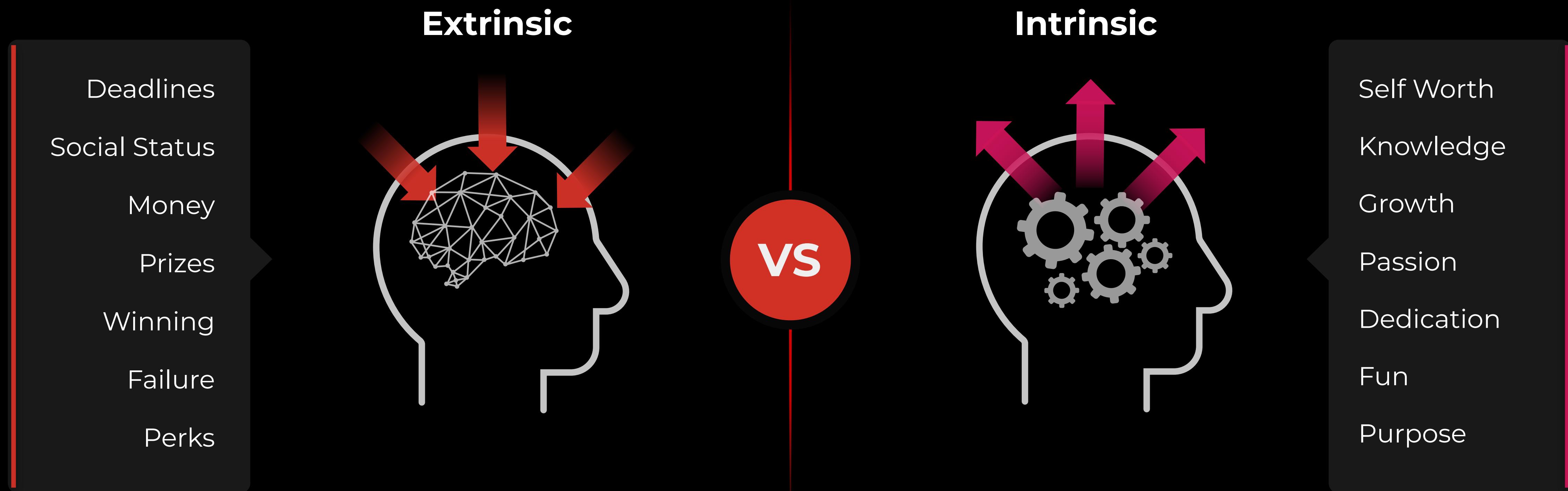


Extrinsic Vs. Intrinsic Motivation: A Means To End Versus An End In Itself

“ Extrinsic motivation is a construct that pertains whenever an activity is done in order to attain some separable outcome. Extrinsic motivation thus contrasts with intrinsic motivation, which refers to doing an activity simply for the enjoyment of the activity itself, rather than its instrumental value. **”**

- Richard M. Ryan and Edward L. Deci, University of Rochester

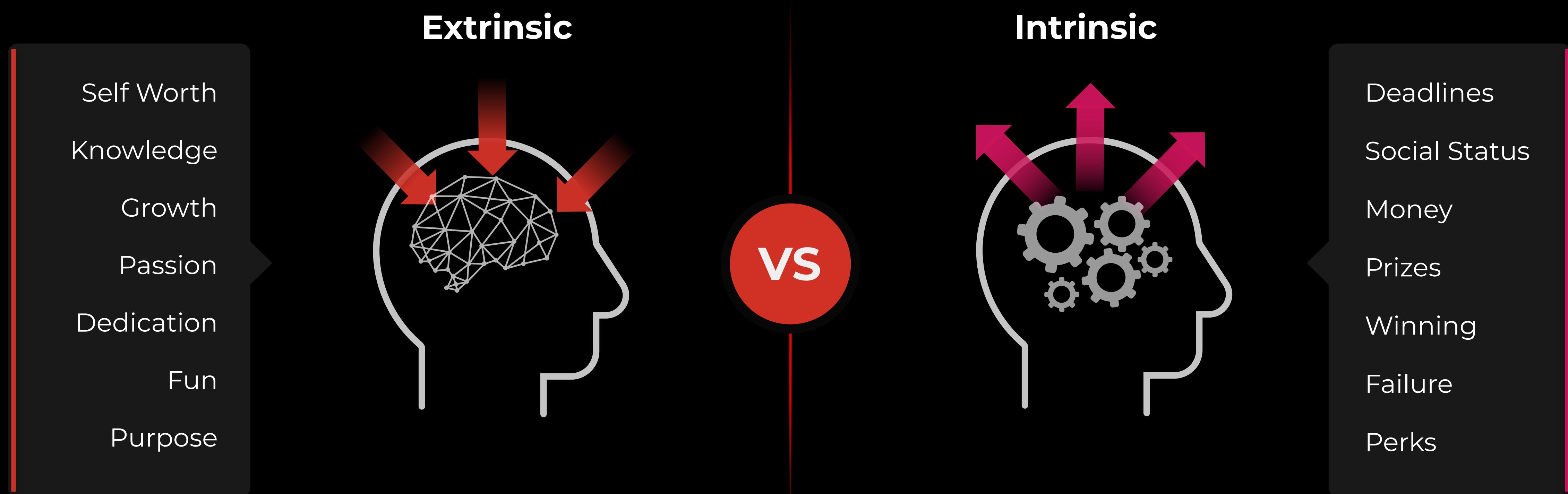
Extrinsic Vs. Intrinsic Motivation: A Means To End Versus An End In Itself



Because of the outcome that will result in doing the task

Because of the interest & enjoyment in the task itself

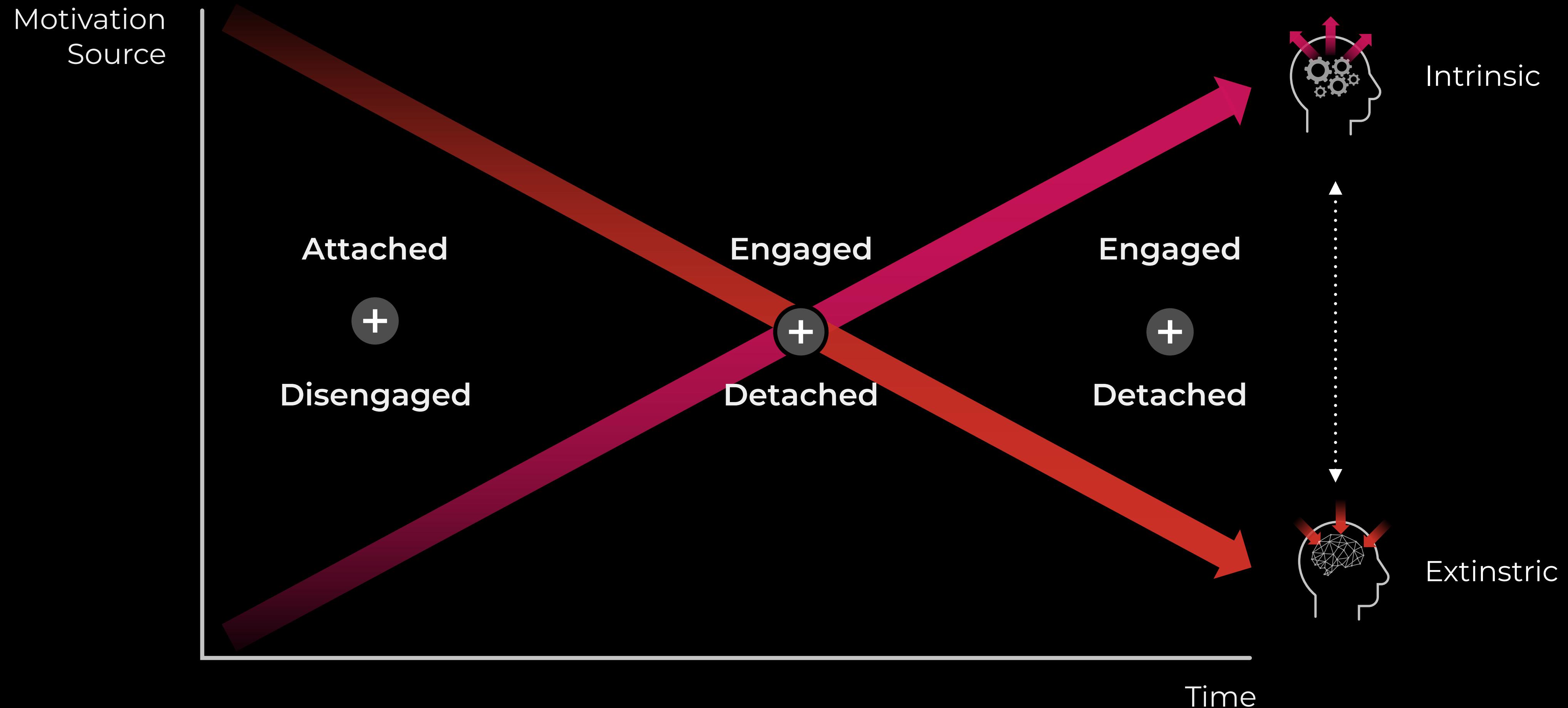
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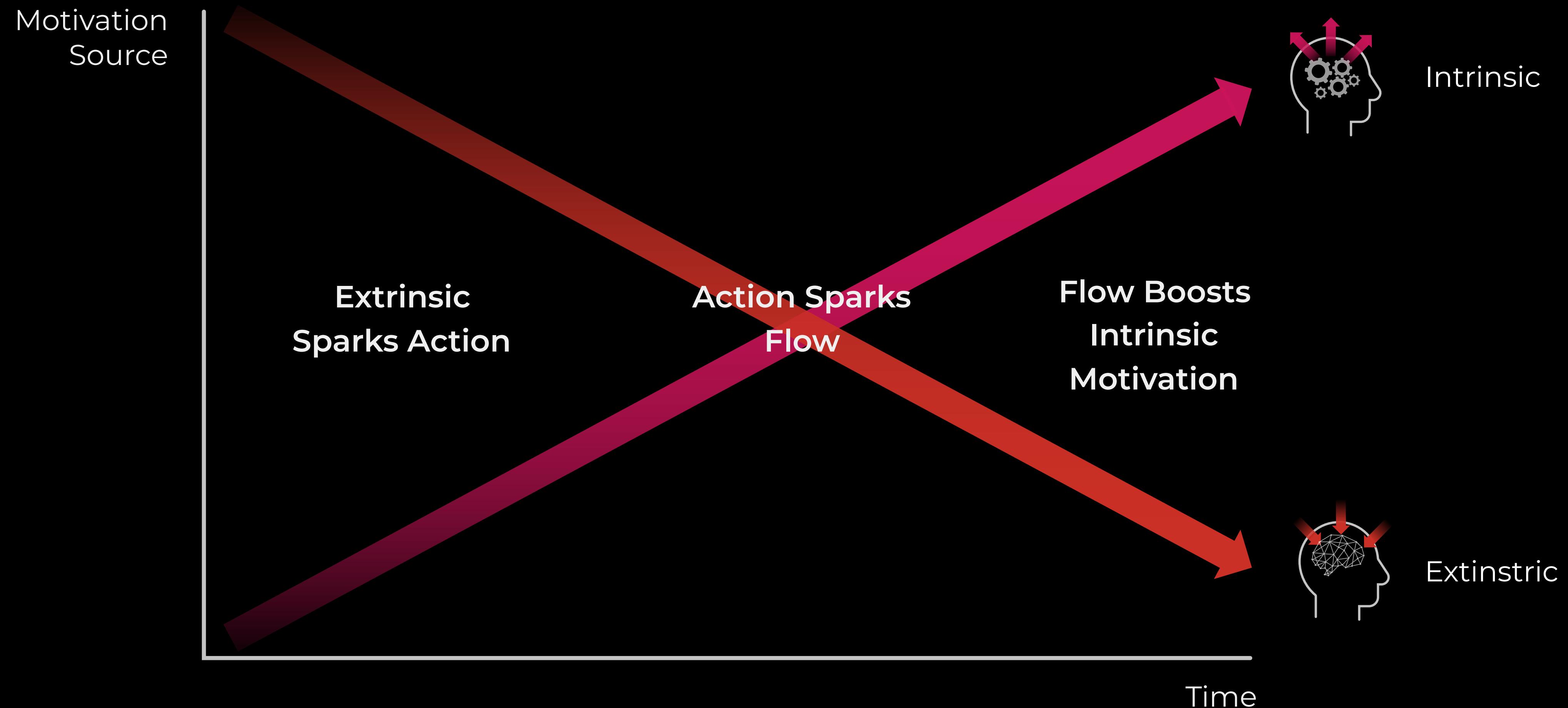
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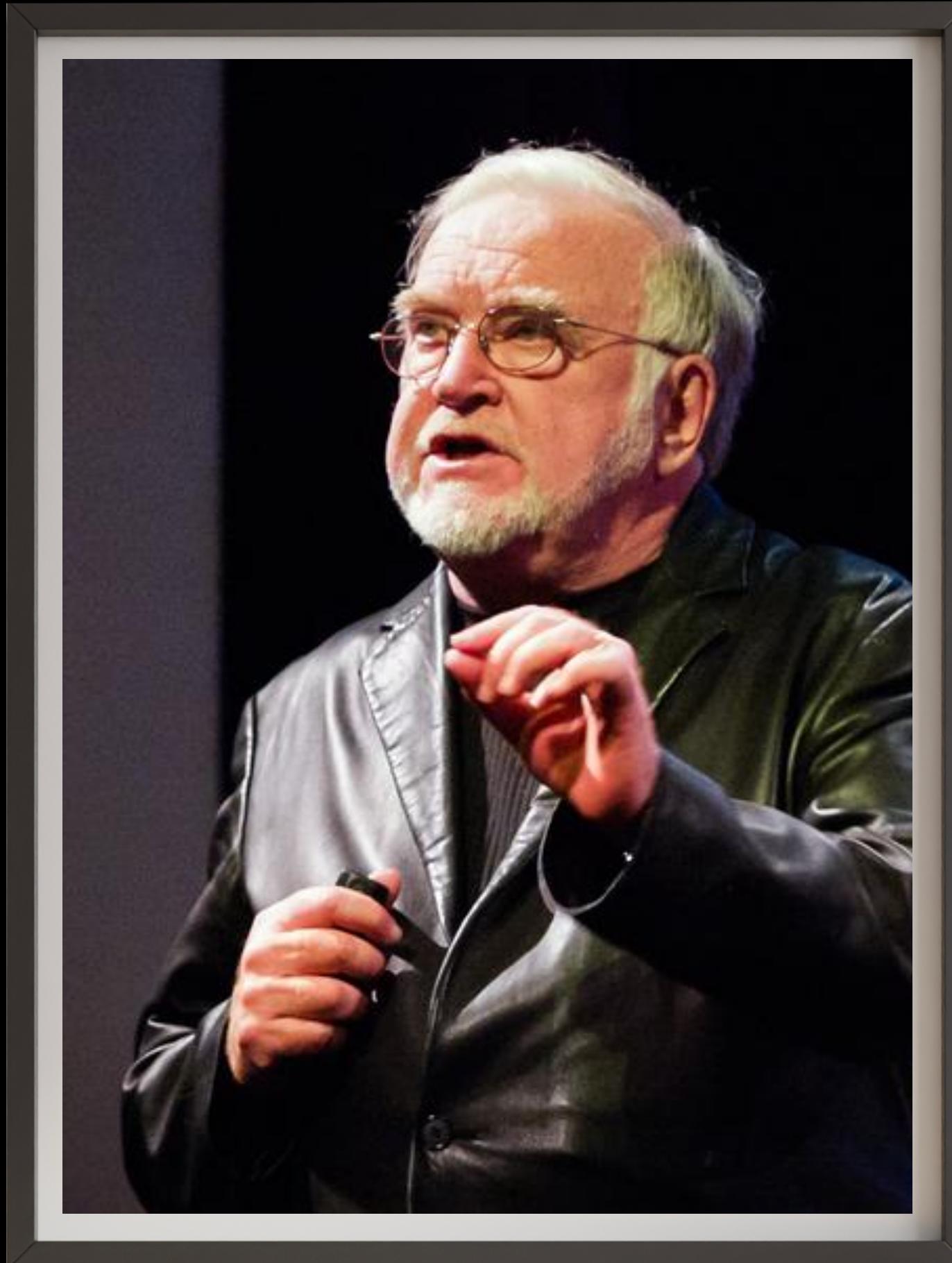
Intrinsic Motivation As A Superpower



Extrinsic Motivation Isn't All Bad



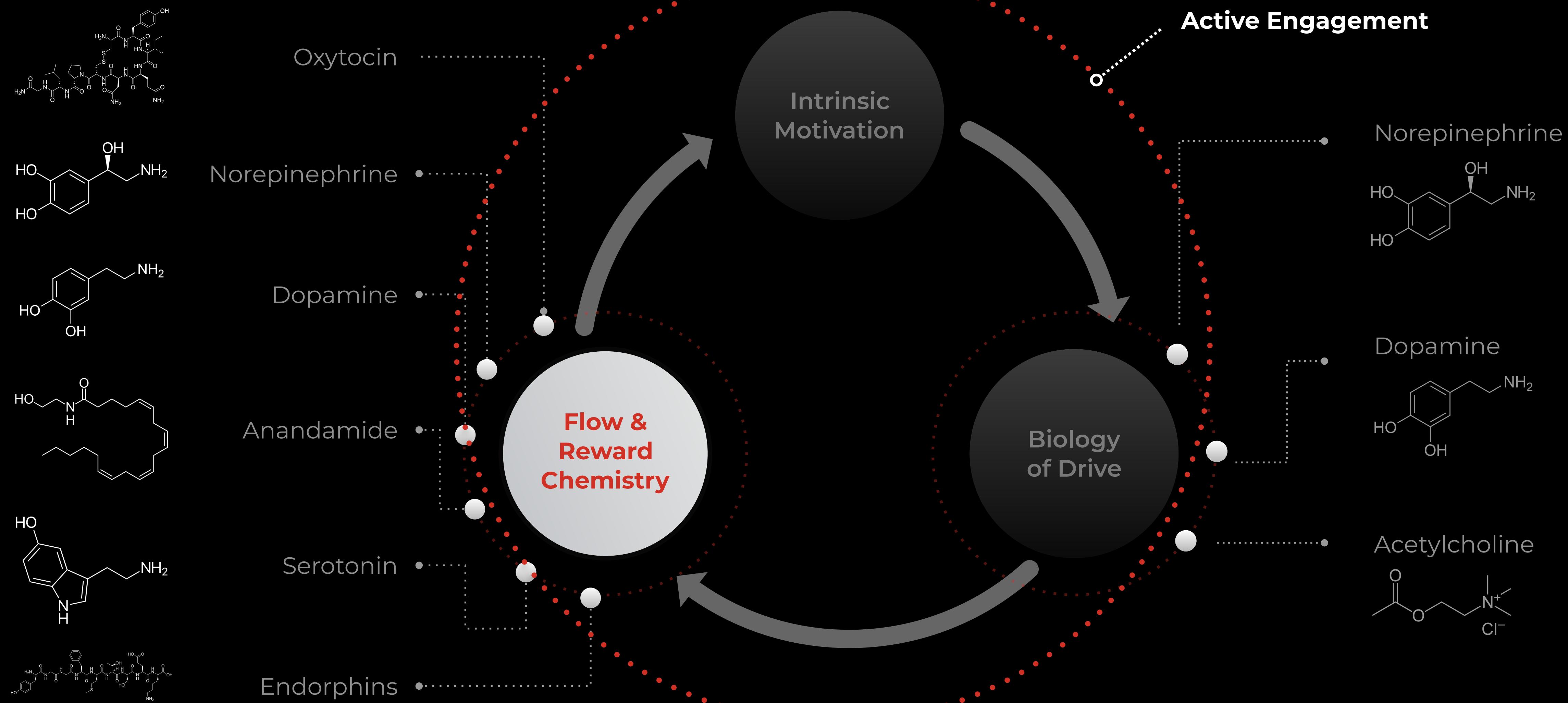
This State We're Seeking Is Called Active Engagement



“ The unrelated goals of the separate flow activities merge into an all-encompassing set of challenges that gives purpose to everything a person does. When somebody's life is rich in vital engagement their entire existence can become like a unified flow experience. **”**

- *Mihaly Csikszentmihalyi*

Does Active Engagement Mean Living In Flow?



So How Do You Develop Active Engagement?

- 1** | Identifying Your MTP
- 2** | Aligning Your Intrinsic Motivational Stack

Exercise 1

Dialing In Your MTP For Limitless Fuel

“ He who has a why to live for can ”
bear almost any how.

-Friedrich Nietzsche

“ Find something you would ”
die for, and live for it.

-SK & Diamandis

Exercise 1

Dialing In Your MTP For Limitless Fuel

The Alchemy Of Passion Into Purpose
Through Massively Transformative
Purpose Creation

- 1 Write down 15 massive global challenges, (hunger, energy scarcity, biodiversity, cancer prevention).
- 2 Be hyper-specific: Protecting Biodiversity → Establishing Mega Linkages To Protect Biodiversity
- 3 Tie these specific, global challenges to your passion.
- 4 Use this to craft your Massively Transformative Purpose (has to be 1 sentence).

Double Check It



Is it MASSIVE?!

Audaciously big and aspirational
(you should probably 10x it)



Is it TRANSFORMATIVE?!

Can cause significant transformation to an industry,
community or to the planet.



Is It PURPOSEFUL?!

A clear “why” behind it, that you’re passionate about.
Something that unites and inspires action.

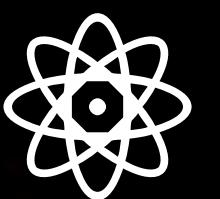
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Exercise 2

The Intrinsic Motivational Stack Proxy

We're seeking full alignment between:



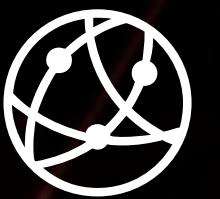
Mastery

The ability to endlessly improve at the activities within the pursuit of your MTP.



Curiosity

A deep fascination and desire to learn more about the subject of your MTP.



Passion

Love for the activities you're doing when pursuing your MTP.



Purpose

The belief that your MTP has an impact on something bigger than yourself.



Autonomy

The freedom to operate as you see fit and self govern.