

Applying servant leadership in practice 2

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Servant Leadership Project Intrinsic and Extrinsic Motivation Intrinsic motivation arises when an individual is inspired to attain personal rewards. A person who is intrinsically motivated has a personal drive towards gaining something valuable at the end (Frey, 2002). Alternatively, extrinsic motivation is the aspiration to achieve an external reward in which an individual work hard to receive the reward. As a result, the difference between the two is the source of the motivation that stimulates one to improve his or her skills (Frey, 2002).

Motivating an individual who is intrinsically motivated would be through recognizing their efforts and offering appreciations. This gives the person the urge to continue performing better in the assigned duties every day (Sansone & Harackiewicz, 2000). The motivation might also involve organizing forums where people engage with others from other areas for exchange programs. The exposure given to a person reveals a challenge since he or she learns something unique from the peers.

Motivating an extrinsically motivated individual would be through having prize tags for successful completion of tasks. This is because people will work hard in order to achieve the prize offered by the other. The motivation might also entail promotion or evaluation of people in which they strive to achieve the top spot (Sansone & Harackiewicz, 2000).

A performance-driven team is inspired by the desire to satisfy others rather than attain external rewards. This group dedicates time and personal commitment in order to achieve their objectives without any target of gaining external returns (Mook, 2006). However, in some cases, like sports, a performance-driven team aims towards being the best in the game by

claiming victories in all their matches. It is also prudent that a performance-driven team depends on a good leader who motivates members to get better every day and produce high quality services (Mook, 2006).

References

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