

# Why Motivating People Doesn't Work...



## and What Does

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The New Science of Leading,  
Energizing, and Engaging

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Foreword by Ken Blanchard

# Discussion Guide for ***Why Motivating People Doesn't Work... and What Does***

Respond to the following statements:

**1. Motivation is...**

- A) A skill
- B) Inherited
- C) Like intelligence—either one has it or they don't
- D) All of the above

**2. The three Psychological Needs required by every human being to thrive regardless of gender, generation, or race...**

- A) Autonomy, Mastery, and Purpose
- B) Mastery, Membership, and Meaning
- C) Autonomy, Relatedness, and Competence
- D) All of the above

**3. Common practices that undermine people's Psychological Needs are...**

- A) Applying pressure and demanding accountability
- B) Ignoring feelings
- C) Discounting learning
- D) All the above

**4. Managers cannot motivate people because...**

- A) They don't have enough resources
- B) People are already motivated
- C) They don't have the skills
- D) All the above

**5. A best practice that helps people shift to an optimal Motivational Outlook...**

- A) Praising
- B) Status building
- C) Framing deadlines as information rather than a form of pressure
- D) All the above

**6. Viable strategies for self-regulation include...**

- A) Personal incentives and rewards
- B) Promoting mindfulness, aligning with values, and connecting to purpose
- C) Competition and treating work like a game to be won
- D) All of the above

For answers to these questions and more, visit <http://www.susanfowler.com>

For information on Optimal Motivation training, visit  
<http://www.kenblanchard.com/OptimalMotivation>

To learn more about *Why Motivating People Doesn't Work... and What Does*, visit  
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