

***Drive: The Surprising Truth about what Motivates Us* by Daniel Pink**

Program for the Day

<https://padlet.com/director9/Drive>

Introductions: Individual Activity #1: What is your [major take away](#) from Drive?

I. A New Operating System

Table Discussion #1: Carrots and Sticks:

1. Do you believe that rewards have a negative effect on performance as Deci and Harlow found?
2. Can you cite examples where this was or wasn't true in your personal experiences?
3. Do you agree with Pink that rewards and punishment lead to the "Seven Deadly Flaws?" in schools? Which are most evident? (list on p. 59)

Group Discussion #1:

1. Has Pink persuaded you that there is a gap between what science knows and what organizations do? What are some examples of programs or strategies that contradict the science?
2. Do you believe that it's possible to shift from Motivation 2.0 to 3.0 in K-12 public education? If not, why not? If yes, what barriers need to be overcome?

Table Discussion #2: List examples of the use of Motivation 2.0 (carrots and sticks) in your school. When do they work and when aren't they effective?

Table Discussion #3: In what instances or settings have you seen Motivation 3.0 used in your school? What was the outcome? Be as specific as possible.

II. The Three Elements: Autonomy - Mastery -- Purpose

Autonomy (Group Discussion #2):

- How much autonomy do you feel that you have in your role as a principal?
- How much autonomy would your teachers say they have?
- How much autonomy do they really have? (See p. 164)

Mastery; (Individual Work and then Table Discussion #4):

- What is one thing that you are trying to master in your professional or personal life?
- Have you ever experienced flow as you attempt to master this?

Purpose:

Individual Activity #2: What's your "[sentence](#)" as it pertains to your professional life? (p. 154-155) -[WRITE IT DOWN ON PADLET](#)

Group Discussion #3

"Goals may cause systematic problems for organizations due to narrowed focus, unethical behavior, increased risk taking, decreased cooperation, and decreased intrinsic motivation. Use care when applying goals in your organization." (51) Have politicians, board members, and education leaders heeded this advice?

The Big Picture**Group Discussion #4**

Are our schools promoting Type I or Type X students? Should you be concerned about this? What type of students are traditional public schools, home schools, virtual schools, and charter schools promoting? (pp. 174-184)

Individual Work and then Sharing Out

Take a look at the schools that Pink highlights (Drive Padlet). Develop a vision of what a school committed to Intrinsic motivation would look like. What systems would need to be changed? Is this possible? Desirable?

Individual Work and then Sharing Out

Which one of the "[Nine Ways to Improve Your Company](#)" (pp. 162-169) that promote Type I behavior are you willing to try?

[WRITE IT DOWN](#)

Which one of the "Nine Strategies for Awakening Your Motivation" (pp. 153-161) are you willing to try?

[WRITE IT DOWN](#)