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"Provocative and fascinating." —MALCOLM GLADWELL

Daniel H. Pink

author of *A Whole New Mind*

DRIVE

The Surprising Truth
About What Motivates Us

Daniel H. Pink

Drive: The Surprising Truth About What Motivates Us



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and how that affects every part of lifestyle. Drawing on four years of scientific analysis on human inspiration, Pink exposes the mismatch between what science understands and what business does shattering new method to think about motivation. He examines the three components of true inspiration the carrot-and-stick approach. That is clearly a mistake, says Daniel H. Pink (writer of To Sell Is Human: The Amazing Truth About Motivating Others). In this provocative and persuasive fresh reserve, he asserts that the secret to high performance and satisfaction-at function, at college, and at home may be the deeply human need to direct our very own lives, to understand and generate new things, also to perform better by ourselves and the world.s new book, When: The Scientific Secrets of Perfect TimingThe New York Times bestseller that gives readers a paradigm Consider Daniel Pink' A lot of people believe that the simplest way to motivate has been rewards like money autonomy, mastery, and purpose-and offers wise and surprising techniques for getting these into actions in a distinctive book which will change how we think and transform how exactly we live.



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Not universally applicable Among the great feats of being your small business owner -- besides being section of the backbone of America's economy -- is that certain gets to spend evenings reading books and journals about organizational administration and additional business topics in a continuing effort to improve one's own skills. Or so the theory goes. Inspiration 1. non-e of this would be to say that "Drive" isn't worth your valuable time.. The writer puts forth an easy argument and provides ample research to back again up his thesis, a few of it eye-opening. In this publication the writer argues that the way the vast majority of businesses are motivating their workers "extrinsically" is totally outdated inside our modern economy: "They continue to pursue methods such as short-term incentive programs and pay-for-performance schemes when confronted with mounting proof that such measures usually don't function and frequently do harm. It just serves as a temporary boost but winds up fading fast. However the effect wears off and, even worse, can reduce a person's longer-term motivation to keep the project." In today's world, the author argues, individuals are motivated intrinsically. You leave them with their own products, don't burden them with sticks and carrots, and the imagination will start flowing just like the Mississippi River. This book is obviously interesting. So it occurred that I bumped into "Drive: The Surprising Truth IN WHAT Motivates Us" by Daniel Pink. O! Goodreads gives this one a 3. The businesses that offered autonomy grew at four occasions the rate of the control-oriented companies and got one-third the turnover. I work in software program, started my task, and am plagued with lazy coders assigned to it who absence attention to detail and lack any sense of interest. What is happening right here is that we in the West possess attained an utter anomaly in history where the battle for simple subsistence has been won (for now) and that we are at liberty to enjoy the unprecedented luxuries brought forth by research, technology and the arts. I thoroughly enjoyed this publication and would recommend it. As mentioned above, this reviewer owns your small business himself -- though not really of the glamorous kind -- and gets the sense that Pink's head is present in a bubble of Facebook, Apple, Uber and various other innovative tech giants. His types of companies motivating their employees the 'correct' way -- Atlassian (software program), 3M, Netflix, Zappos.com, JetBlue, Facebook and more such businesses -- suggest as much. Pink has small to state about the unmotivated piece of work fixing your sub at the gas station, or around the housekeeper washing your accommodation at the La Quinta during your April Florida holiday. The author himself would deny this, of course, and in his protection, he will briefly address the problem of noncreative repetitive labor: "Whether you're fixing sinks, ringing up groceries, selling cars, or writing a lesson plan, you and I want autonomy just as deeply as a great painter." But, he continues, many people will at first struggle when thrown into the deep waters of "undiluted autonomy", and therefore "Organizations must provide . Amazing book!. 'scaffolding' to greatly help every employee discover his footing to help make the transition. A different approach to motivation. You aren't going to walk away from this publication with any fresh TRUTHs. Next follow some Rousseauian observations about individual nature that the grand expert of philosophical folly could himself have whipped up: "We're designed to be Type I [motivated by intrinsic desires]. But outside forces -- including the extremely idea that we have to be 'managed' -- have conspired to improve our default establishing and convert us into Type X [motivated by extrinsic wishes]. Inspiration 2." And, quoting a researcher on this issue: "The course of human history has usually moved in the direction of greater independence. And there's a reason for that -- because it's in our nature to push for it." I'm sorry, but human history isn't moving unstoppably towards better freedom any longer than I, employer, am suppressing my employees' creative nature by environment deadlines and doling out incentives. Are these Cornell experts comparing start-ups operate by fresh university grads in Silicon Valley to the McDonald's in Pleasant Hill, Iowa? Simply don't be prepared to be blown away by every phrase you're reading. But back off on Earth, real goods still need to be produced, not only dreamed up by hipster types: Coal and oil have to be pumped to the top, corn and wheat have to be harvested, vehicles need to be assembled, hotel rooms have to be cleaned, restaurant meals need to be cooked, and homes have to be built. A lot of the production of

these goods revolves around fundamental, repetitive duties and invokes a certain degree of dread and boredom. So that's what went wrong.). Fascinating! Preferred self-help works include Dante's "Divine Humor" and Boethius' "Consolation of Philosophy". Much like many such functions, one requires a few guidelines and works with them. So how about coming jointly for a half-day time plenary session every 90 days and allow the staff to blurt out any idea that may have popped up within their head? While I can't afford to allow my employees to invest twenty percent of their time brainstorming about services or process improvements, there is nothing stopping me from empowering them to truly have a state in how stuff are completed in my own company." Drive was a fascinating read, definitely a 'Leadership' / 'self-improvement' type reserve. With all of this in mind, I would recommend this reserve to certain types of readers, such as consultants, employers or the budding and dreaming business owner. That is definitely true that these areas are driven forwards by man's intrinsic curiosity and desire to create new issues, and the fact they have thrust our civilization -- if not humanity most importantly -- to great heights should instill a massive dosage of gratitude and humility in us. Time to Upgrade the OS to Inspiration 3. Who would guess that young children are more motivated to make a drawing if they are not expecting a reward after the fact? Daniel Pink gives us the low-down on inspiration and the comparison between what business believes to function and what science proves works. The author also arises with easy to remember brands such as for example Motivation 1. Yours really, in fact, prefers to learn about philosophy and background and would consider Plato to become the best organizational guru there ever was. 0 is our fundamental need of survival. It's the simplest degree of motivation and there is not much time spent on this topic. If we upgrade the environments we're in -- not merely at the job, but also at school and at home -- and when leaders recognize both truth of the human condition and the science that facilitates it, we can come back ourselves and our co-workers to our natural state. 0 is what Pink believes to be an outdated model. Behold, the best irony." We use these tools to encourage or reinforce positive behaviors and to curb behaviors we want to eliminate. Pink shows, through research and research, that adding monetary incentives will not inspire us like many have believed." These monetary rewards, Pink writes, "can deliver a short-term boost simply as a jolt of caffeine will keep you cranking for a couple more hours. Rather, Pink believes we need to move to Motivation 3." But they don't. These are the driving elements that need to be fostered to be able to motivate us. Pink weaves in his publication the findings of various other noted authors and books in this same type of research like Dweck's Mindset, Csikszentmihalyi's Flow, Duckworth's focus on Grit, along with work by Deci, Deming, Drucker, Kahneman, Gladwell, Godin, and many others. 0 with autonomy, mastery and purpose. That's where we have been inspired by internal drivers instead of external factors. Businesses employing ROWE, results-only work environments, have shown statistically that Motivation 3.0 works. You can find three main themes to 3. This book receives a 4. The bottom line is, it tells you that people are powered by the necessity for fulfillment. In another example, "experts at Cornell University studied 320 smaller businesses, half which granted workers autonomy, the other half relying on top-down path. 95 after 60,238 ratings and 3,131 reviews. Or are we discussing similar industries to be able to level the playing field? #FridaysFind #MIAGD #DanielPink #Drive Disappointing. My administration chain believes that is alright because "they obtain work done. 4 ranking on Amazon after 1,039 testimonials. It makes a valid stage that we want to feel important at our job and in our life, but the rest of it really is simply fluff. I also discovered it a boring and dried out read. I go through "It's Okay to be the Boss" after this book and found it to be IMMENSELY better and effective (I am practicing the teachings of "It's Okay to be the Boss" for a couple weeks now and have currently seen many positive effects.) When it comes to readability and efficiency, I'd recommend "It's Okay to end up being the Boss" over that one 1000 times. (100% not a paid review btw. Honest opinion.) Self-improvement reserve that ask the question "what drives people? I would just give it a try. However, it did become repetitive and it dropped my attention about half way through. I would consider this an airport reserve - something you pick up to read because you are bored,

however, not an absolute must have or a re-read reserve. It doesn't become very clear from proceeding through Pink's pages. Wish this review was useful! Let me know when you have any questions! Informative but sometimes repetitive. The meat of this book starts right before the midpoint. The author gives lots of data to back-up his theory and goes on to do it again in several different ways. The first couple times it had been the all annoying "not really everyone's as if you" response. Also, many of the examples are actually feasible to all businesses so if you are searching to "explode" your organization carefully evaluate the recommendations against your staff, product, resources, etc. Ironically, most of the good examples cited are multimillion dollar businesses but I possibly could see in which a small start-up would have difficulty implementing these suggestions. General, good insight into what drives people to achieve success but take the recommendations and apply them accordingly.. Useful, applicable information - very relevant in virtually any interaction with people. Exceptional book with solid insights. I read lots of business books often to leave with only 1 one or two 2 tips. Drive exceeded goals with numerous high quality insights and takeaways. From my personal experience, the majority of workers involved desire to work sufficient hours because of their paycheck to carry them over to the next one (and who can blame them? But sometimes, nudged by the missus, I'll open up one of the works on her behalf growing list of recommendations and begin reading. I start the duty on a Monday and am code comprehensive and deployed to production by Wednesday, yet these folks have been working on it for months. This is what is referred to as "carrots and sticks. I purchased this book to attempt to gain insight into how to motivate my fellow employees." Everything sounds solid enough, though the question arises which companies are being investigated right here. They come into the office around 10-11, take an hour lunch time, and leave by 4. I gotta be honest, I expected more out of this book, specifically with all the reviews. They're designated the quantity of work that is believe they would have finished predicated on past performance, which is what they do the prior months. Previous weeks of barely turning up to work means they are assigned a bare quantity of work in the first place. When a trivial task explains estimate, because they're "working at home to target" or stating other is based on our operate, well, that isn't their fault either, that's just area of the job. To demonstrate this last month, I am taking tasks from additional employees that they've been working on for months.. Once you can the fundamentals applications, some of the tips seem great in theory but require a huge change in your paradigm from days gone by. Very interesting read. An insightful take on modern business and the shift from purely economic incentives to social/humanitarian/personal fulfillment as motives for driving the workforce and companies. An interesting read that may apply to many regions of one's existence. The successful completion of their duties is normally contingent upon a supervisor establishing clear expectations, checking for quality of work after the truth, and showing gratitude once and for all behavior by continuing the work relationship and offering a nice paycheck. The book is fascinating in many aspects. First, it opened my mind with the concept of intrinsic motivation and all this interesting research that explains why we perform what we perform. Also, being truly a software engineer, I could really value the analogies with operating-system upgrades to explain the evolution of individual motivation. Second, I found the three pillars of autonomy, mastery, and purpose to become a very sensible and powerful mix of ideas. I've experienced first hand how potent these three concepts combined could be, but before I couldn't quite articulate what was the cause of the success. The reserve opens an environment of possible paths to research and learn much more, with multiple references to additional studies, other authors focusing on similar ideas and several interesting suggestions and advice on how to try these ideas in personal life and at the job. Perhaps my only complaint with the book is that the author only offers research material to back again up his allegations and incredibly little is explored of substitute ways of thinking, however the book is, alone, a motivation to explore all those other topics even more." Fair more than enough, but what will this "scaffolding" entail in a useful sense? I will use as a support for a seminar Leaders that mentor Good reading for managing concepts. Purchased for a course. Read and was

good to maintain as a giveaway for a good employee that you would want to mentor Insightful and readable The book combined multiple researches carried out by many researchers and combine them into easy to read chapters. Pink reduces motivation into different variations.0, 2.0 and 3.0 so that it's easy to refer back again to the concept that he's authoring. What sort of book is structured is also an easy task to follow, with an overview at the back and also a toolkit on how best to apply it in real life.



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