



Agile Motivation

Why Agility Rocks!

The 5th Principle of the Agile Manifesto

<https://agilemanifesto.org/>



**Build projects
around motivated
individuals**

Inner Engine

Autonomous Motivation

Selfdetermination Theory von E. Deci & R. Ryan (1985)



Factors That Boost the Inner Engine



Autonomy

Competence

Relatedness

„Working agile“ feeds all three!

Autonomy

Fuels the Inner Engine



**unconditional
appreciation**

**to strengthen
autonomy**

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Look without judging

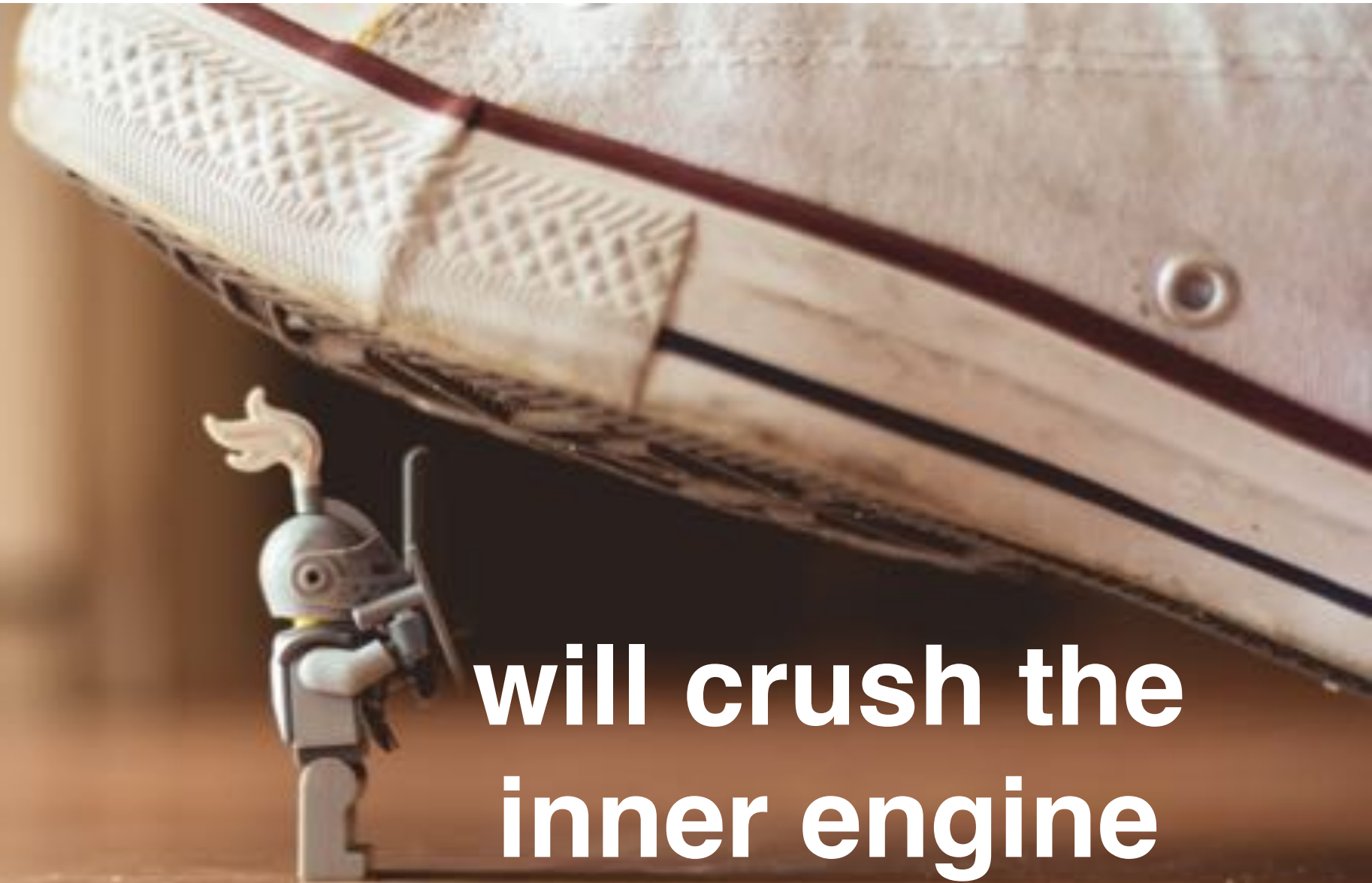


A photograph of a desk with a notebook, glasses, a key, a sweater, and a coffee cup. The notebook is open, and the glasses are resting on it. A small key lies on the notebook's page. A grey sweater is draped over the right side of the desk, and a white coffee cup is partially visible in the top right corner.

Competence

Fuels the Inner Engine

Lack of Efficacy



**will crush the
inner engine**

Fixed Mindset

Abilities & creativity are fixed



Growth Mindset

Abilities & creativity can be developed



avoid	Challenges	welcome
give up quickly & go to defense mode	Obstacles	continue despite setbacks
pointless	Effort	path to mastery
ignore or reject	Criticism	try to learn from it
seen as a threat	Success of others	inspiration & learning
Cannot reach their full potential		Always accomplish more

**celebrate
the**
Cringe



Relatedness

Fuels the Inner Engine



Psychological Safety



to
strengthen
relatedness

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Idea Angel



Scott Rodgerson Unsplash

How to Fuel the Inner Engine...

...In Practice!

Bonus systems Destroy Motivation





MUTINY ≠ AGILITY

Strengthen That Inner Engine



Autonomy:
be nonjudgemental

Competency:
have a growth mindset

Relatedness:
practice psychological safety

BE MOTIVATION HEROES



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Esteban Lopez unsplash



My Heroes for This Talk

(and my main sources)

**Edward L. Deci &
Richard M. Ryan:
Selfdetermination Theory**

**Alfie Kohn:
Unconditional Parenting**

**Carol Dweck &
Linda Rising:
Mindset & Agile Mindset**

**Amy Edmondson &
Gitte Klitgaard:
Psychological Safety**

Thank You!

slides for
download



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