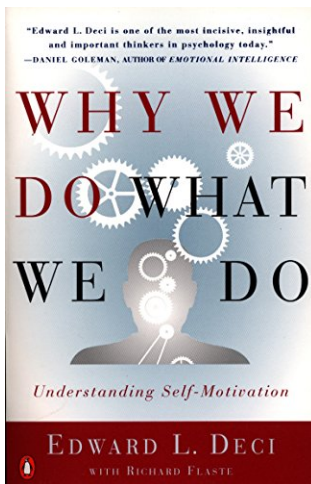


# [PDF] Why We Do What We Do: Understanding Self-Motivation

Edward L. Deci, Richard Flaste - pdf download free book

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## Books Details:

Title: Why We Do What We Do: Underst  
Author: Edward L. Deci, Richard Flaste  
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## Description:

**From Publishers Weekly** Univ. of Rochester psychology professor Deci and Flaste, former science and health editor for the New York Times, here compile decades of experimentation and research on human motivation conducted by Deci and his colleagues. The product is an insightful and provocative meditation on how people can become more genuinely engaged and successful in pursuing their goals?in school, the workplace and relationships. Concerned with what makes people want to succeed, Deci conducted extensive studies demonstrating that when subjects are encouraged to pursue a task for its own sake, they do it better and enjoy it more than those told to do it for a reward or informed that they will be punished if they don't do it correctly. These results lead to his conclusion?amply illustrated through anecdotal and scholarly evidence?that authoritarian motivational strategies such as the reward/punishment systems commonly used in American schools and businesses alienate people from

their work, make them less productive and leave them less fulfilled. Deci calls for "autonomy-supportive" behavior from those in positions of authority to encourage motivation emanating from within.

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**About the Author** Edward L. Deci, Ph.D., professor of psychology at the University of Rochester, is director of its human motivation program.

Richard Flaste, former Science and Health Editor of **The New York Times**, led the team that won the Pulitzer Prize for national reporting in 1987.

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I want to know why you do what you do. 00:45. What is your motive for action? But we know that that's bullshit at times. You don't work in your self-interest all the time, because when emotion comes into it, the wiring changes in the way it functions. So it's wonderful to think intellectually about how the life of the world is, especially those who are very smart can play this game in our head. But I really want to know what's driving you. 01:36. And two: that hopefully we can not just understand other people more, but appreciate them more, and create the kinds of connections that can stop some of the challenges that we face today. They're only going to get magnified by the very technology that connects us, because it's making us intersect. I do weekends, and what I do I do even more than that, obviously, coach people but I'm into immersion. Because how did you learn language? But we all know that that's bullshit at times. You don't work in your self-interest all the time, because when emotion comes into it, the wiring changes in the way it functions. And so it's wonderful for us to think intellectually about how the life of the world is, and especially those who are very smart we can play this game in our head. But I really want to know what's driving you. And two: so that hopefully we cannot just understand other people more, but maybe appreciate them more, and create the kinds of connections that can stop some of the challenges that we face in our society today. Deci says we want choices. We desire autonomy. We do not wish to feel controlled. He says that when we parents, teachers, coaches, and leaders provide clear communication with the outcomes of certain behaviors and combine that with offering choices, then we will see motivation that comes from inside which is far more sustainable than external factors. I learned of Deci from Daniel Pink's book Drive. He helps you understand the research and the dimensions of motivation. And, he offers lots of suggestions for how to handle some of the more difficult situations and conversations you might face being a parent and/or leader. If you read Drive by Daniel Pink, you will appreciate how this goes to the next level. Deci says we want choices. We desire autonomy. We do not wish to feel controlled. He says that when we parents, teachers, coaches, and leaders provide clear communication with the outcomes of certain behaviors and combine that with offering choices, then we will see motivation that comes from inside which is far more sustainable than external factors. I learned of Deci from Daniel Pink's book Drive. He helps you understand the research and the dimensions of motivation. And, he offers lots of suggestions for how to handle some of the more difficult situations and conversations you might face being a parent and/or leader. If you read Drive by Daniel Pink, you will appreciate how this goes to the next level. Once we understand which Organismic Right(s) the person is struggling with, we can help them increase it to build more confidence in themselves, to feel better, to have more self-awareness and self-compassion. The Net-Net: Clark found there are 4 "Motivation Traps" in the workplace. The great news is there are brain-based tools that will help you and your team get out of these traps. Use the above tools to re-boot motivation for yourself and others. Key to helping someone exit these traps is to understand their emotional experience and beliefs. What will you do to motivate someone today? Chris