

REGENERATIVE MOTIVATION FOR A FLOURISHING WORLD

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HUMAN PARTNERS

@gbgrant

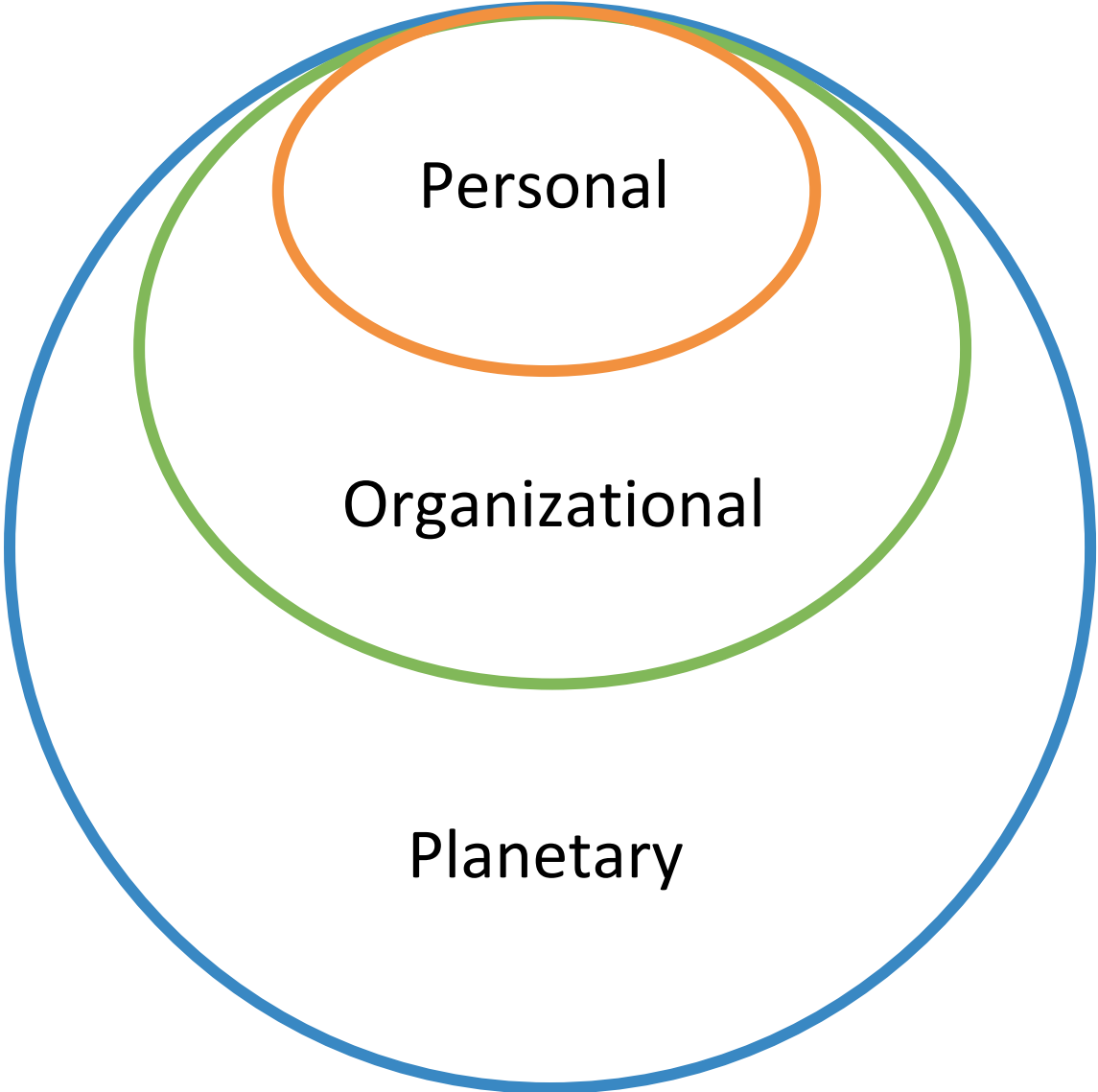


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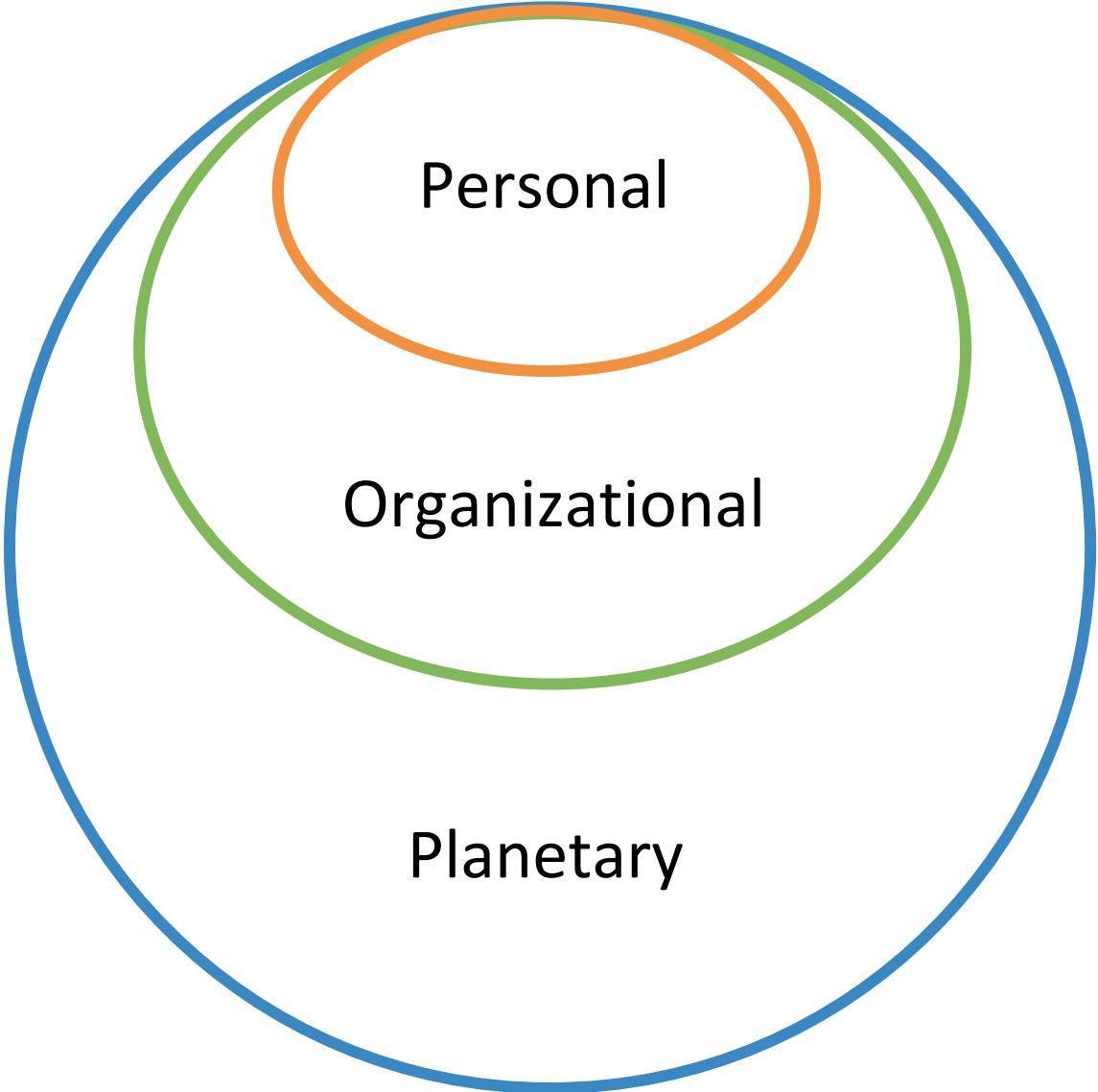
pollev.com/flourishing



SUSTAINABILITY IS FLOURISHING ACROSS SCALES



PERSISTENT TENSIONS OR PARADOXES EMERGE



IN THE FACE OF THESE TENSIONS...



SUSTAINABILITY TENSIONS

Collapsed

It's my job to look out for the organization, because there are other people who only look out for themselves OR I need to look out for myself because the organization doesn't care about me

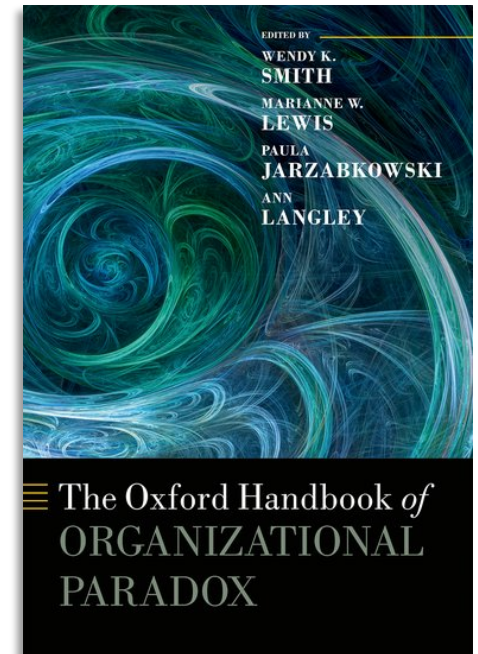
We need to protect business from the government OR we need to protect society from business

I'm for all life flourishing; those self-interested individualistic jerks are the problem OR everyone is self-interested - those supposed altruists are self-interested and are disguising their self-interest to promote their own agenda

Our future is doomed OR those problems aren't real



Chapter 18 Navigating the Paradoxes of Sustainability

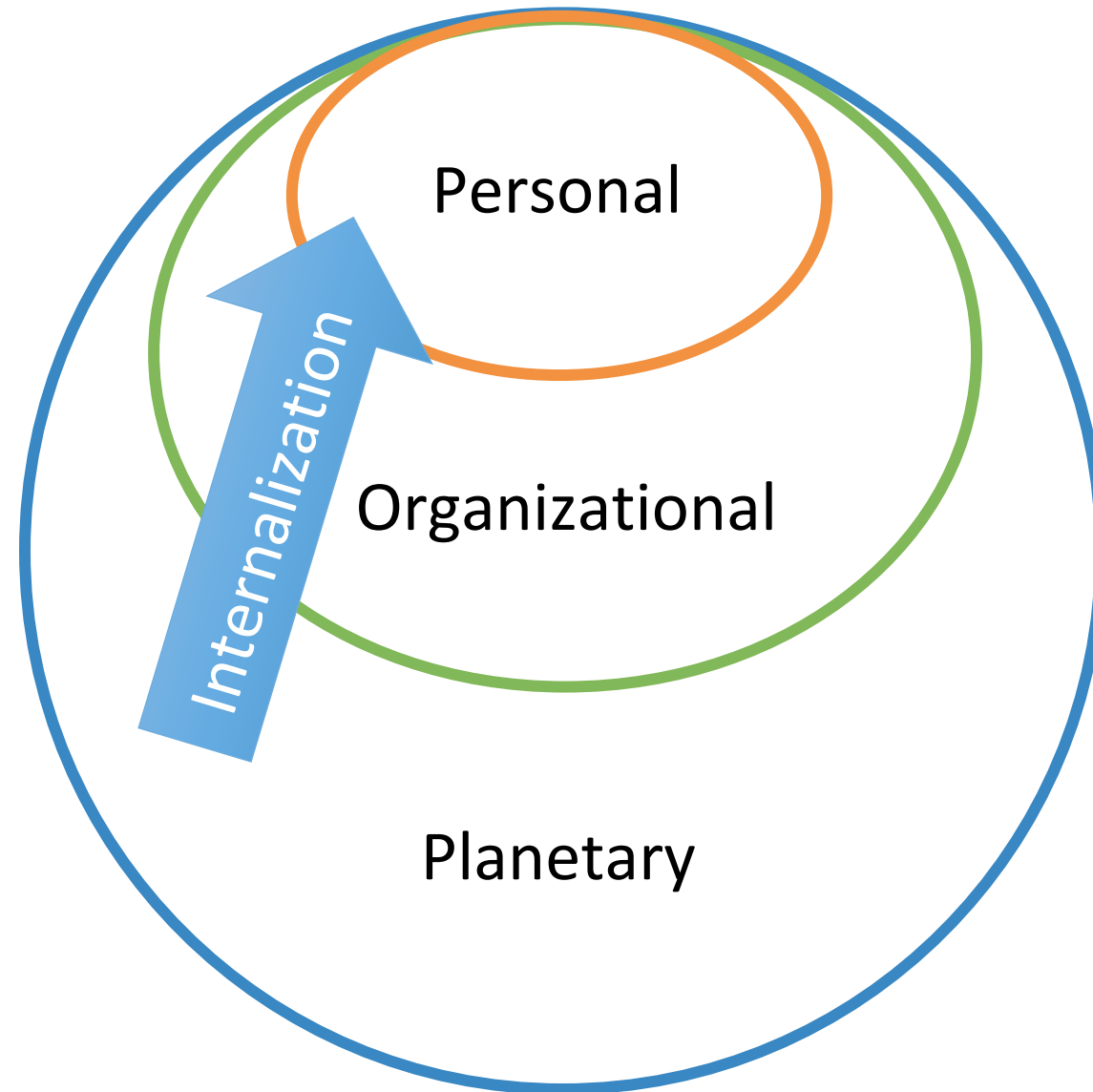


SUSTAINABILITY TENSIONS

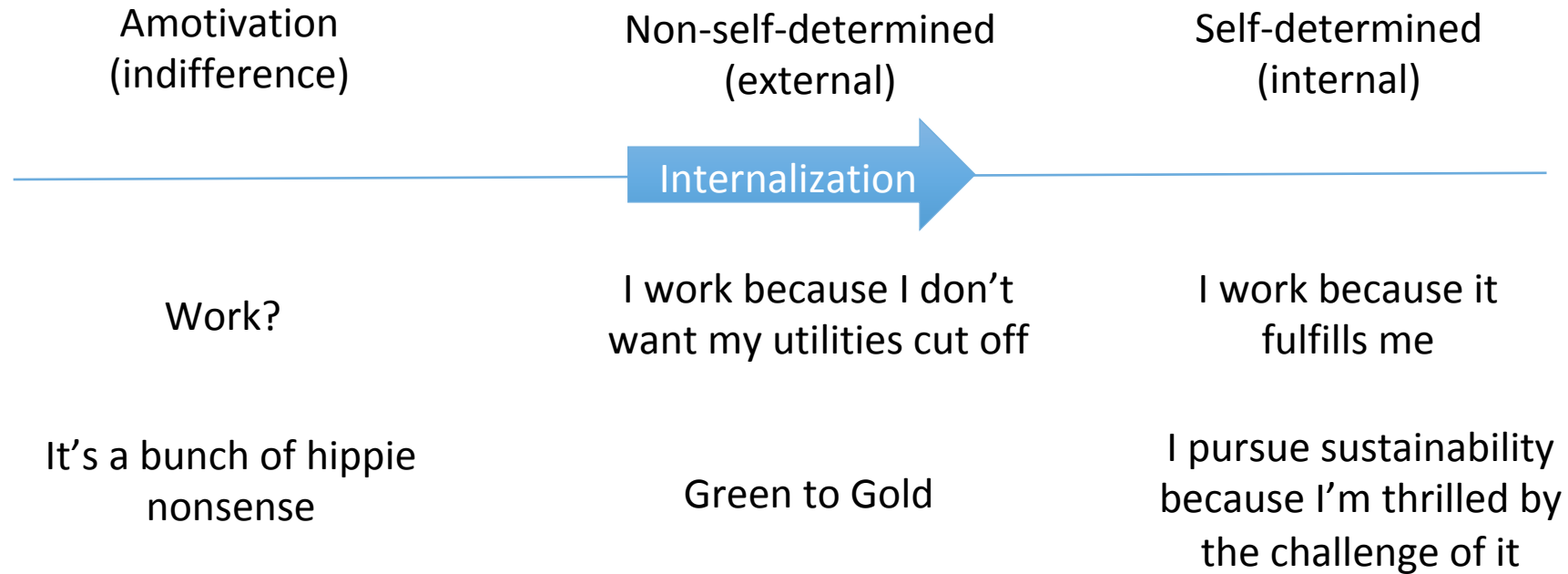
Collapsed	Expressed
It's my job to look out for the organization, because there are other people who only look out for themselves OR I need to look out for myself because the organization doesn't care about me	I want myself and my teammates to flourish AND my organization to flourish
We need to protect business from the government OR we need to protect society from business	We want to profit as an organization AND we want to provide a net value or contribution to society
I'm for all life flourishing; those self-interested individualistic jerks are the problem OR everyone is self-interested - those supposed altruists are self-interested and are disguising their self-interest to promote their own agenda	I want all life to flourish AND I want my life to flourish
Our future is doomed OR those problems aren't real	I'm out to create a flourishing future AND we have real problems here



HOW DO WE THINK GLOBALLY AND ACT LOCALLY?

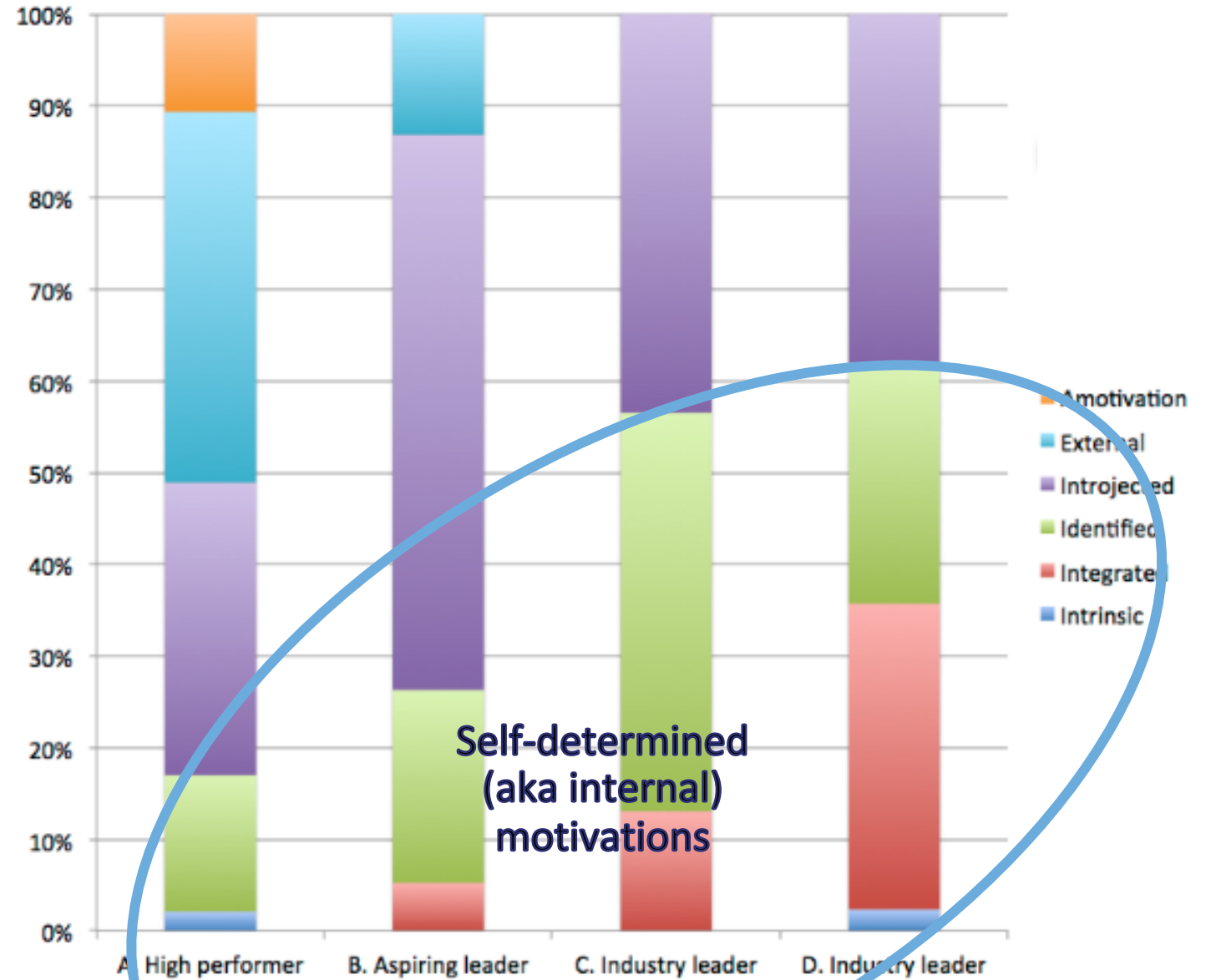


SELF-DETERMINATION THEORY (SDT)

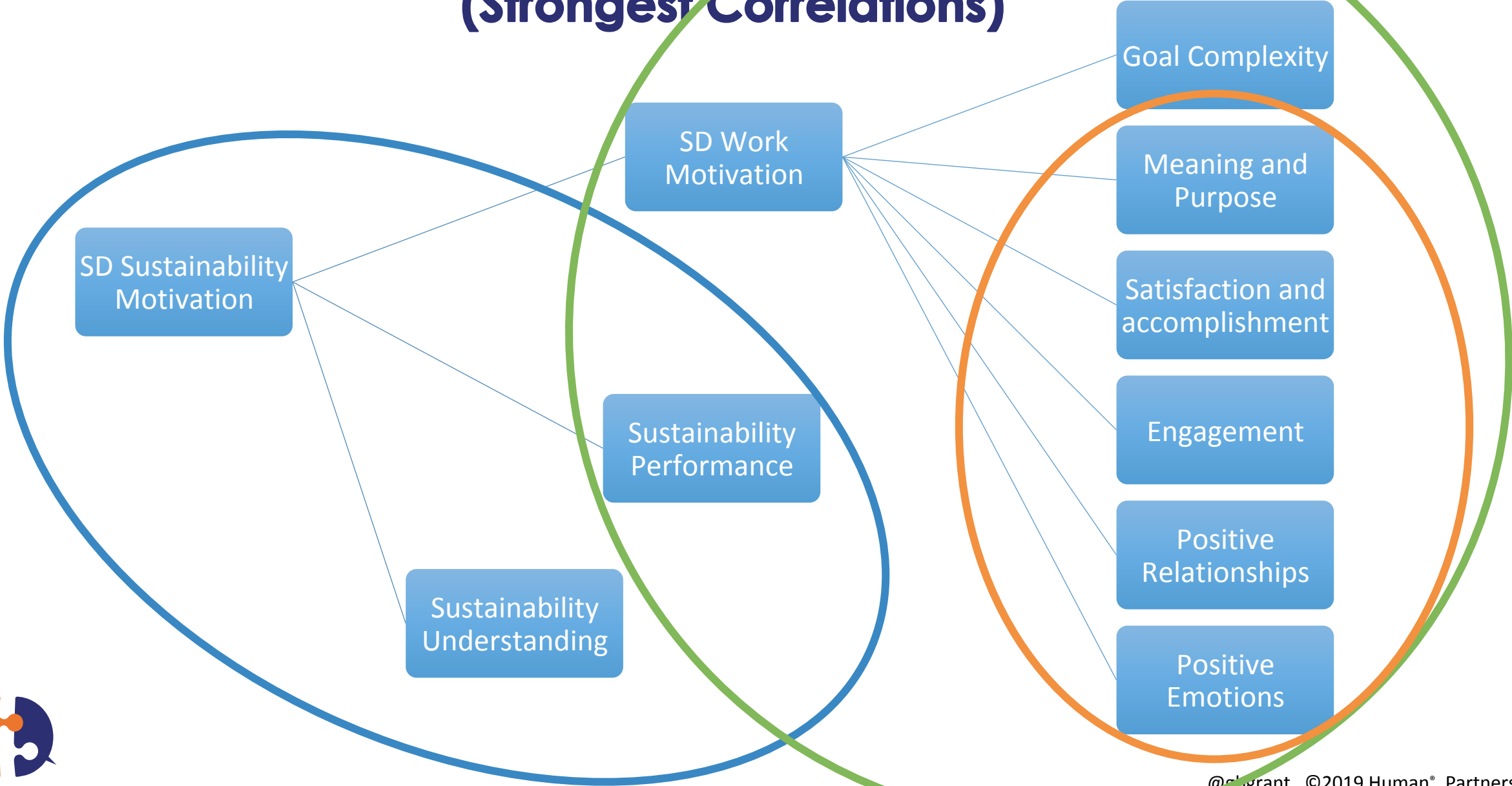


WHY MATTERS

The quality of motivation correlates with sustainability performance



KEY FINDINGS (Strongest Correlations)



SELF-DETERMINATION THEORY (SDT) BASICS

Amotivation

- Apathy
- Indifference

External

- Compliance (fear)
- External rewards and punishments (carrots and sticks)

Introjected

- Ego-involvement, judgment, looking good, being right
- Perceived approval or disapproval others (shame)
- Internal rewards and punishments (guilt)

Identified

- Personal importance
- Conscious valuing

Integrated

- Congruence
- Synthesis with self

Intrinsic

- Interest
- Enjoyment
- Inherent satisfaction

Non-self-determined
External
Junk food
Depletive

Non-self-determined motivation supports:

- Performance on remedial physical algorithmic tasks
- Relying on existing mental models and behaviors

Self-determined
Autonomous
Internal
Optimal
Regenerative

Self-determined motivation supports:

- Work involving cognitive resources, e.g., thinking or innovation
- Deep learning, concentration in the face of challenge, creativity
- Psychological wellbeing, satisfaction, drive for mastery
- Generosity



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Self-determined
Autonomous
Internal
Optimal
Regenerative

“it’s a win-win” “it’s good for business” “if it pencils out, we’ll do it”

“business should be doing this” “it’s the right thing to do”
“it’s our duty”

“because we care” “I love life, the natural world and people.”

“it’s really who we are” “it’s a mindset across the board”
“it’s part of the culture”

“it just feels good” “I love the challenge of it” “I enjoy contributing”



SUSTAINABILITY MOTIVATION

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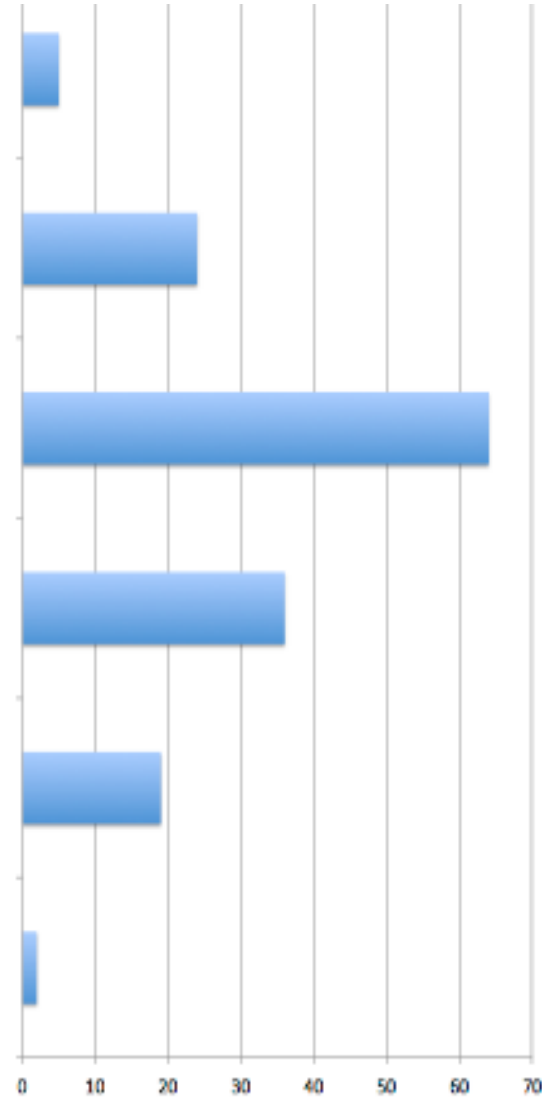
- Personal importance
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Integrated

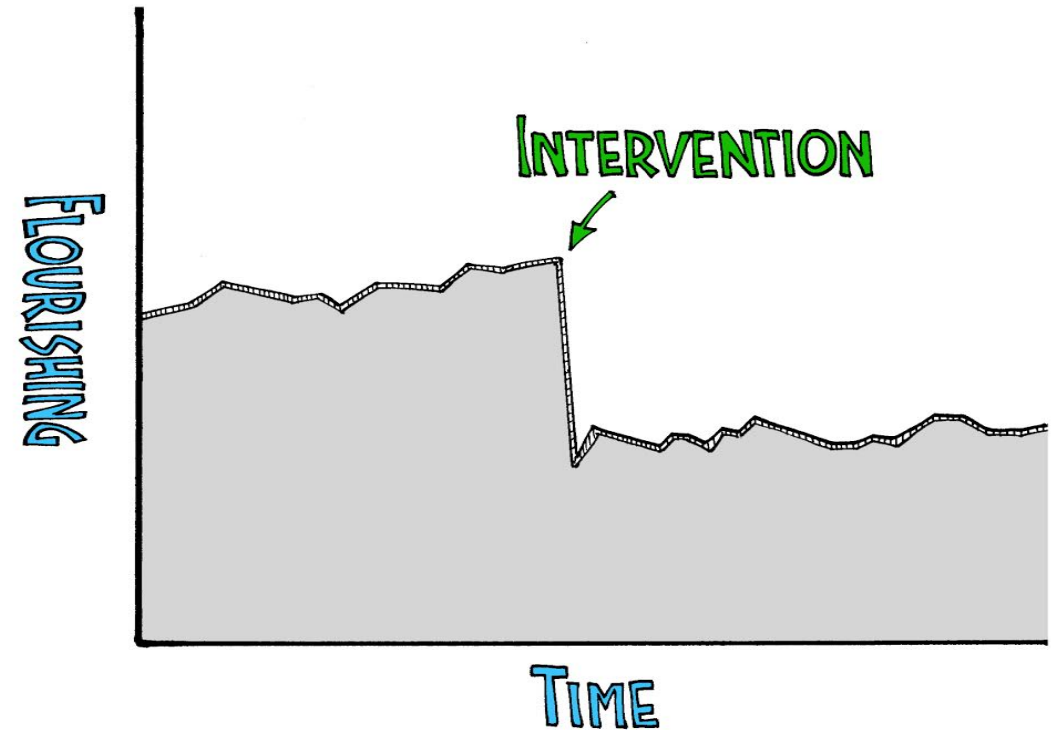
- Congruence
- Synthesis with self

Intrinsic

- Interest
- Enjoyment
- Inherent satisfaction



...USING FEAR, GUILT, OR SHAME GET'S US MIXED RESULTS



WHICH CULTURE DO YOU LIVE IN?

Fear

- I value physical safety, security
- Will someone hurt me if I do this?

Shame

- I value honor
- What will others think of me if I do this?

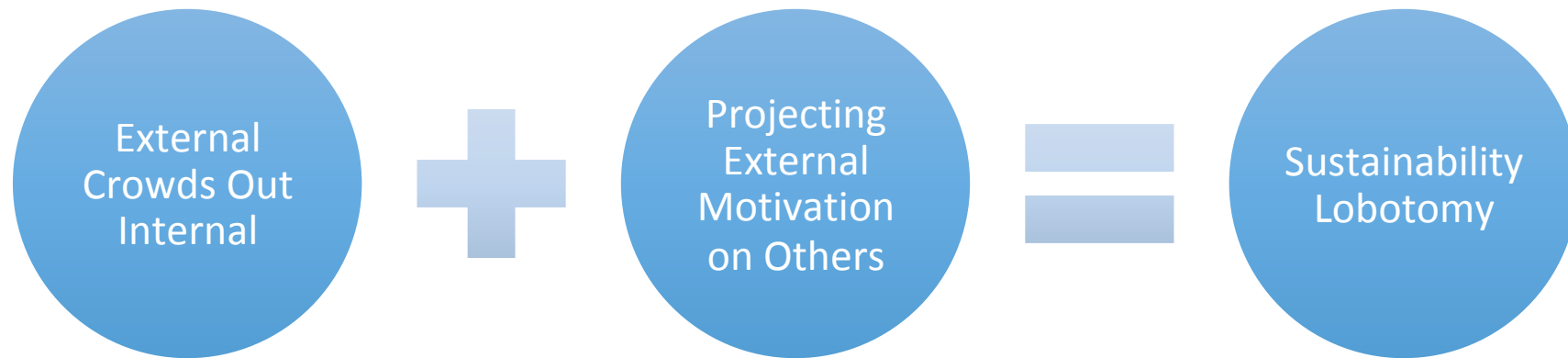
Guilt

- I value fairness
- Is this fair or not fair?

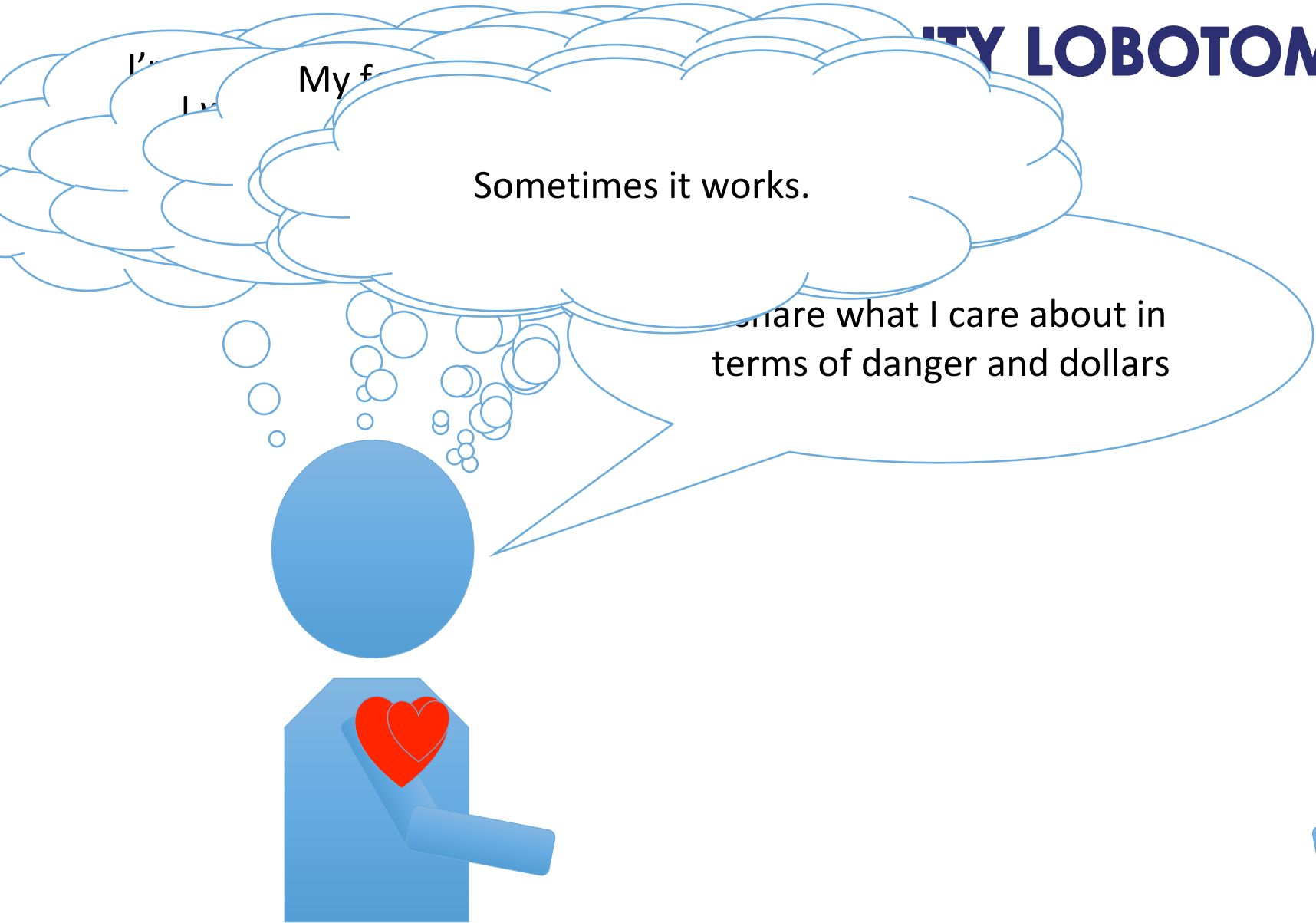
(Benedict, 1946)



WHAT'S WORKING AGAINST US?



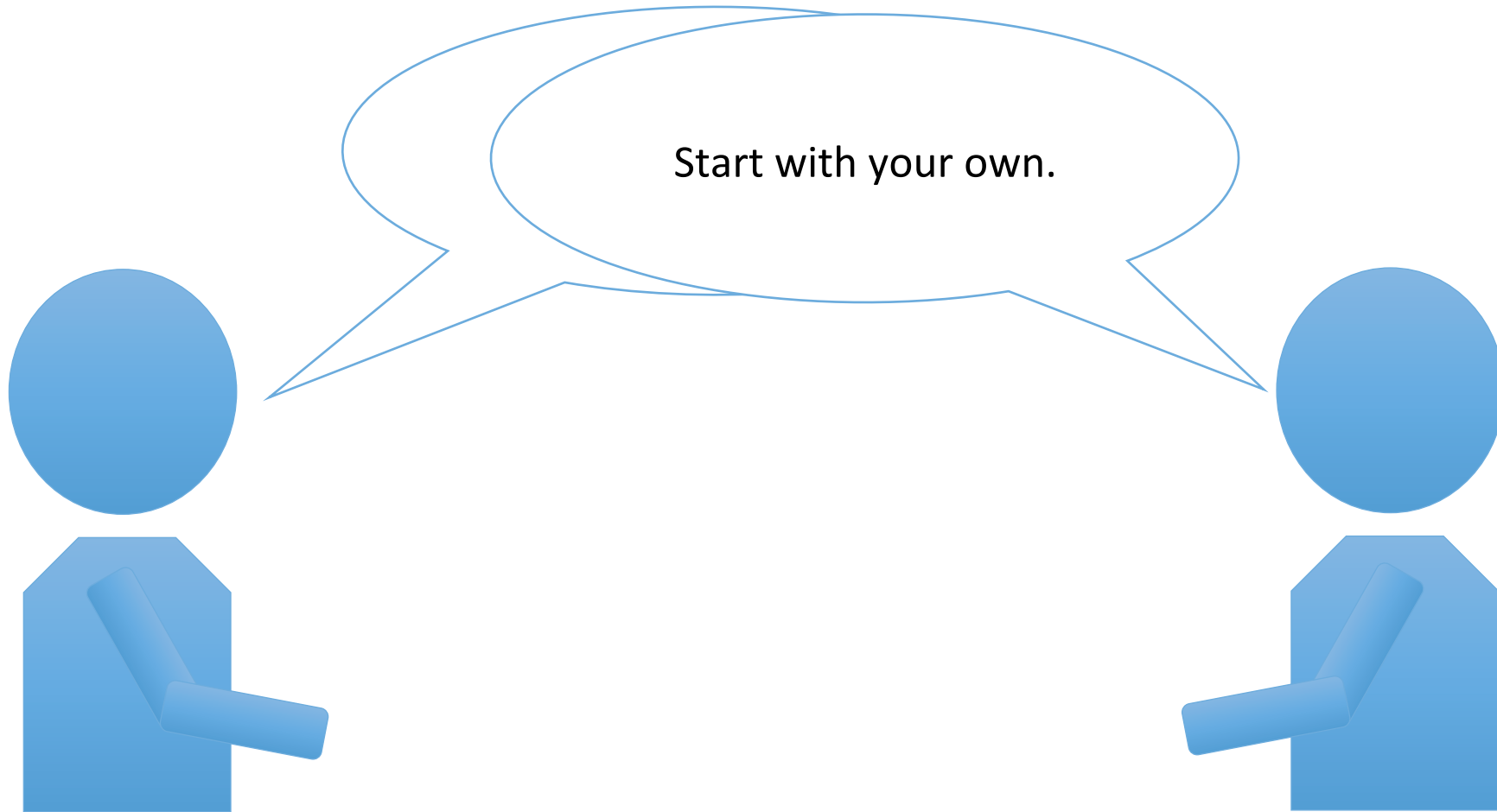
SECURITY ROBOTOMY





SO NOW WHAT?

SO NOW WHAT?



Examples

CHOOSE A MOTIVATIONAL NARRATIVE YOU WANT

- Consider that the specific change you're focused on is not what's important to you.
- Consider what makes your heart light up. What do you really love?
- What do you really want to share with the world?
- What would be worth working toward even if you never see the result?
- What would be worth working toward as your own self-expression?

Complete these sentence prompts and see what lights you up:

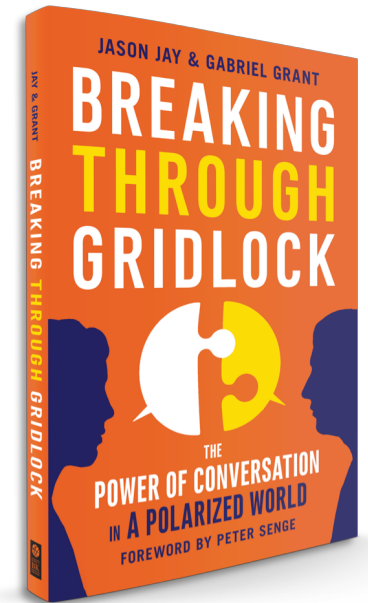
- I have a dream where...
- What I'm committed to creating is...
- What I'm standing for is...

Don't be limited by the prompts. Craft your own aspiration in ways that speak to you.

When coaching your partner, look for and reflect back what moves and inspires them. Look for the vision that lights them up. Do not impose your own.



#BreakingGridlock Exercise 15



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WHAT MIGHT A FLOURISHING CULTURE LOOK LIKE?

Fear

- I value physical safety/security
- Will someone hurt me if I do this?

Shame

- I value honor
- What will others think of me if I do this?

Guilt

- I value fairness
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Self-Determined

- I value what I choose to value
- Is this aligned with the future I want? Is this aligned with who I want to be?



SUMMARY

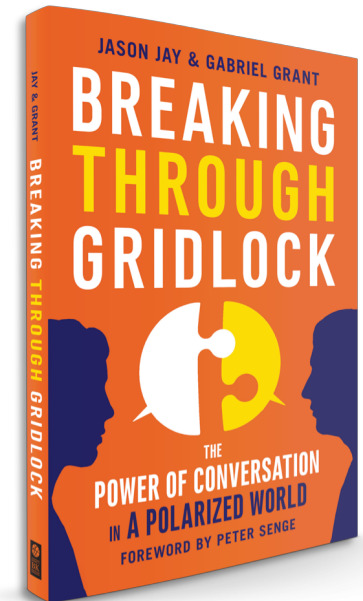
- People are self-determination maximizers
 - Employees, customers, and investors participate in an organization in order to maximize their own self-determination
 - Your “Why” behind your sustainability endeavors will determine whether you contribute to or diminish the flourishing of everyone involved, starting with yourself



Thank you for sharing yourselves!



30 additional exercises for sharing what matters to you are available in



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