**Importance of Motivation to Teams Performance**

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Institutional Affiliation

Course name and number

Instructor's name

Assignment due date

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A performance-driven team comprises of goal-oriented, highly specialized experts with complementary skills who innovate, collaborate, and produce superior results consistently (de Waal & Sloot,.2020). The group is relentlessly focused on pursuing performance excellence through shared leadership, goals, open communication, collaboration, timely conflict resolution, group operating rules, clear role expectations, and a strong sense of accountability as well as trust among the members. One characteristic of such a team is team purpose, goals, and roles (de Waal & Sloot,.2020). Typically, they tend to be synergistic and always work towards the attainment of shared goals. Further, they possess talent, skills, and work ethic. Therefore, the team ensures it has recruited team members with complementary skills such as technical, decision making, problem-solving and interpersonal skills. further, a high-performance team is usually operating in an environment where there is both monetary and non-monetary system of motivation (Diseth & Samdal,.2020). Typically, it encourages high performance and exhibits a positive effect on the tactical implementation of the goals of the team. Leadership is a crucial characteristic of such a team. Essentially, high performance largely reflects on leadership. Some of the traits such leaders should possess are the ability to remain focussed, manage relationships, and offer opportunities for others to grow.

Extrinsic motivation occurs when a person is motivated to perform a behavior or participate in an activity because they only want to avoid punishment or earn a reward. Thus one engages in behavior not because it satisfies or they enjoy it but because they are avoiding something or expect a reward (Diseth & Samdal,.2020). On the other hand, intrinsic motivation occurs when one engages in a certain behavior because they find it rewarding. Unlike extrinsic motivation, an individual performs an activity or engages in behavior for its own sake instead of the external reward. Essentially, the behavior itself is a reward.

According to research, offer giving external rewards for an activity one finds intrinsically motivating can significantly reduce the intrinsic motivation a situation known as over justification (Diseth & Samdal,.2020). However, extrinsic motivation is not a bad thing and it has its benefits. For instance, it is impactful when one needs to finish a task they perceive unpleasant. Further, it can be used to induce interest as well as participation in an activity one views uninteresting. Also, it helps people to acquire new skills and knowledge. On the other hand, intrinsic motivation can increase when one is offered positive feedback and praise.

It is important to understand different types of motivation as it helps team leaders to know which one to use to ensure the team produces high performance (Rya & Deci, 2020). For example, there are times managers will be expected to use extrinsic motivation while other times intrinsic is better. For example, external rewards can be a source of feedback to allow people to know when their performance has attained a level that is deserving of reward. Also, it can be avoided when team members already find the tasks and activities intrinsically rewarding since giving a reward for something one perceives as play normally makes it look like work (Rya & Deci, 2020). Usually, most people assume intrinsic motivation is better, however, it is not applicable in all situations. There are times when a person does not have the international desire. Consequently, offering too many rewards can be problematic. Therefore, team leaders should use them appropriately to help people complete tasks and yield results.

References

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