



# 3 Minute Mentor

Episode 33 Show Notes



# Episode 33: What are the basics of motivation?



Motivation is a subject of many books and many doctorates but where do you start?  
This week: Herzberg's Two Factor Theory.

From Wikipedia:

- The two-factor theory (also known as Herzberg's motivation-hygiene theory) was
- developed by Frederick Herzberg, a psychologist who found that job satisfaction
- and job dissatisfaction acted independently of each other. The theory states that
- there are certain factors in the workplace that cause job satisfaction, while a separate
- set of factors cause dissatisfaction.

## 1. Hygiene factors

- These are things that will not motivate you more but may make you work less
- Think about status, job security and fringe benefits
- More light probably will not make you work more but less light may stop you
- Also in this category is salary – base pay does not make you work harder

## 2. Motivators

- Factors in the workplace that cause job satisfaction are known as the motivators
- This list includes challenging work, recognition and responsibility
- Also on this list can be bonuses and awards but not if they are seen as part of base salary
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## 3. How to use this knowledge

- Know the difference between the two factors and don't get them confused
- Increasing the basic pay and conditions of a job will not make people work harder
- An occasional "thank you" may do more than money

**Bottom Line:** In our workplace we can control both hygiene and motivating factors – it's important you use the right ones at the right time.