Autonomy

- People high intrinsic motivation are better coworkers
- Type I behavior emerges when people have autonomy over their
  - Tasks
  - Time
  - Technique
  - Team
- Something that people seek and that improves their lives
- Different from independence
  - It means acting with choice
    - Which means we can be both autonomous and happily interdependent with others
- Create ROWE
  - Results Oriented Working Environment
  - People
    - Don't have schedules
    - Show up when they want
    - Don't have to be in the office at a certain time
    - Just have to get their work done
      - How they do it, when they do it, and where they do it is up to them
  - Once a company meets this baseline
    - Dollars and cents don't much affect performance and motivation
- Motivation
  - Autonomous
    - Involves behaving with a full sense of volition and choice
    - Promotes
      - Greater conceptual understanding
      - Better grades
      - Enhanced persistence at school and in sporting activities
      - Higher productivity
      - Less burnout
      - Greater levels of psychological well-being
    - Autonomy leads to engagement
  - Controlled
    - Involves behaving with the experience of pressure and demand toward specific outcomes that comes from forces perceived to be external to the self
    - Control leads to compliance

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