

When to use rewards - A simple flowchart

Is the task mostly routine?

Yes

Can you increase the task's challenge or variety, or make it less routine, or connect it to a larger purpose?

That's pretty hard

Use rewards, even "if-then" rewards but be sure to

Offer a rationale for why the task is necessary

Acknowledge that the task is boring

Allow people to complete the task their own way

Sure. I can do that

Pays people fairly

Concentrate on building a healthy, long-term motivational environment that

Fosters autonomy, mastery, and purpose

No

Avoid "if-then" rewards in almost all circumstances.

Consider unexpected, non contingent "now that" rewards

Remember that those rewards will be more effective if

They offer praise and feedback rather than things people can touch or spend

They provide useful information rather than an attempt to control