AKA 'Getting Loopy'

Systemic Design Community of Practice | September 27, 2016

CoLab.
Complexity navigation | Collaboration | Co-design | Co-creation

Motivation: the force that energizes, directs, and sustains behaviour.

Extrinsic Motivation

Driven by external incentives

Example: financial reward

Intrinsic Motivation

Driven by an interest or enjoyment of the task itself

Example: joy of learning new things

Prosocial Motivation

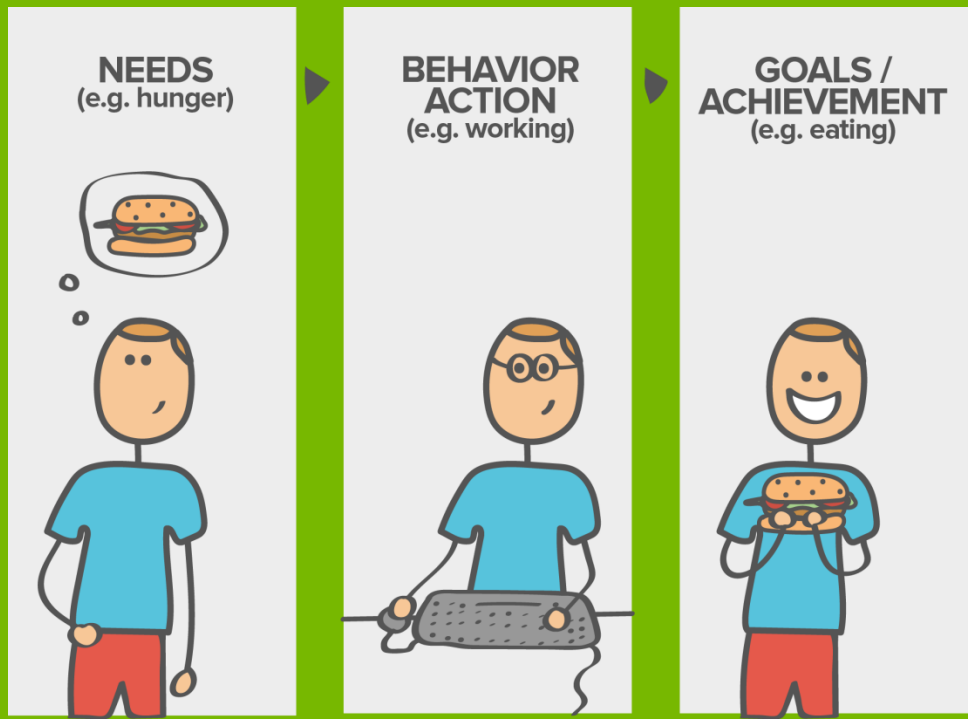
Driven by a desire to benefit others, which encourages considering others' perspectives

Example: improving a patient's health

CoLab.

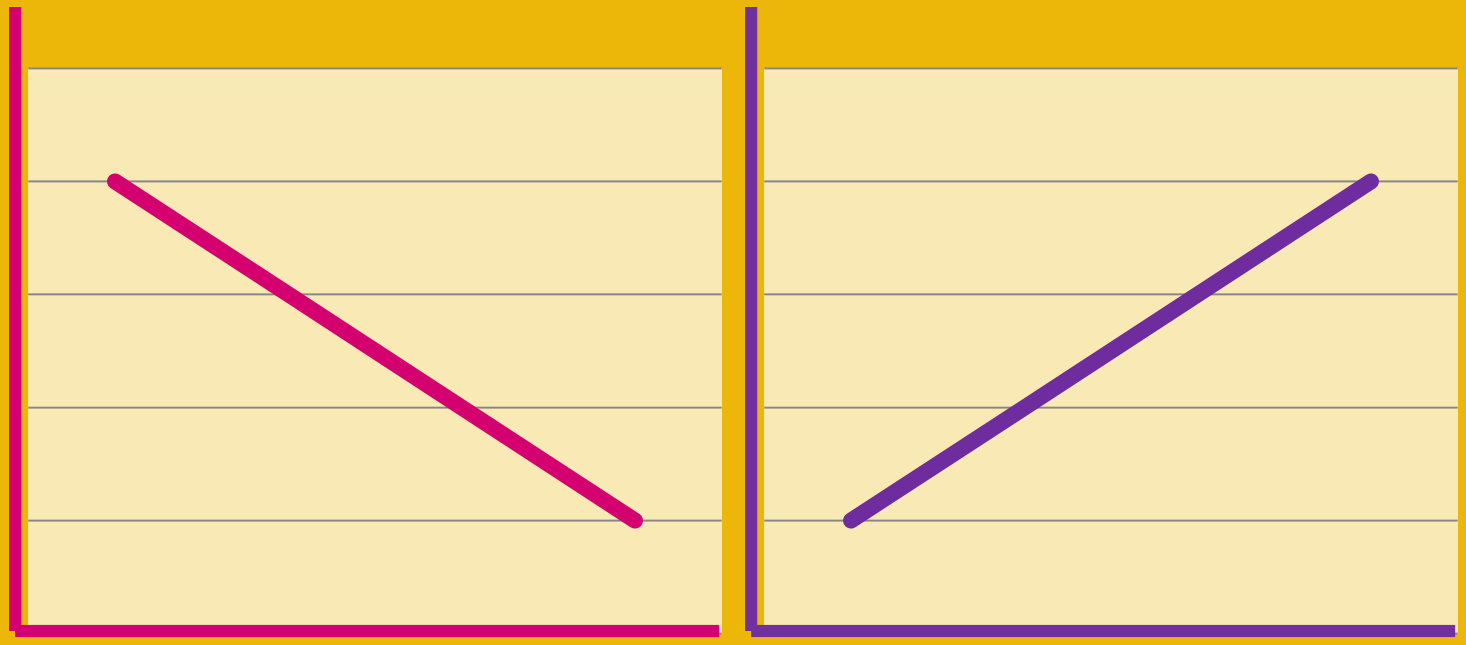
In different circumstances and times, people act according to different motivations.

#1 Motivator



CoLab.

Causal Loop Diagrams

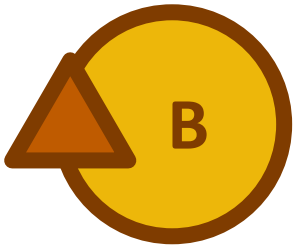


Inverse Relationship
as X increases, Y decreases

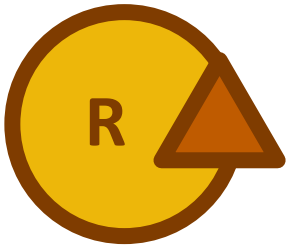
Proportional Relationship
as X increases, Y increases

Relationship Direction

Delay



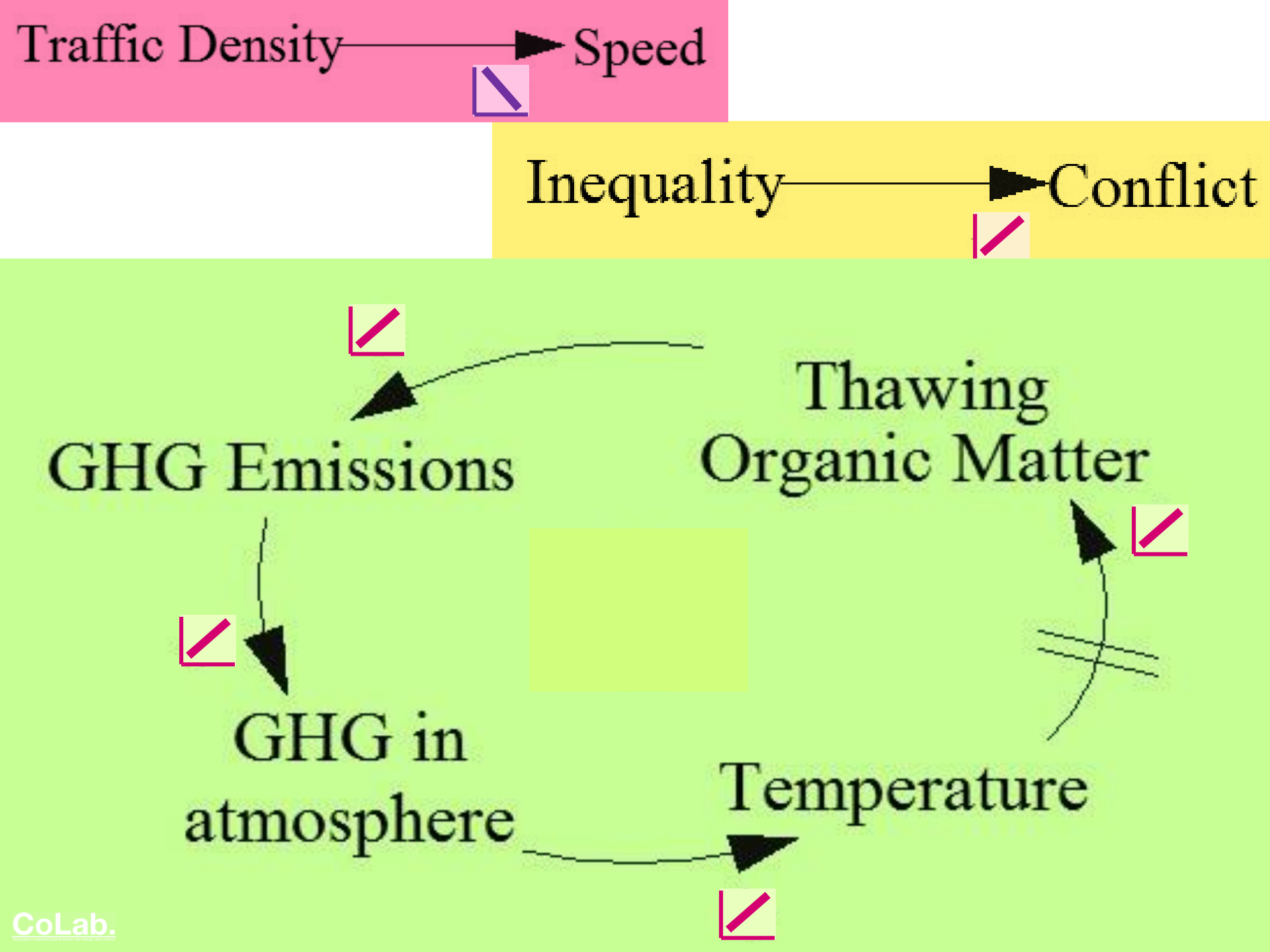
Balancing Loop

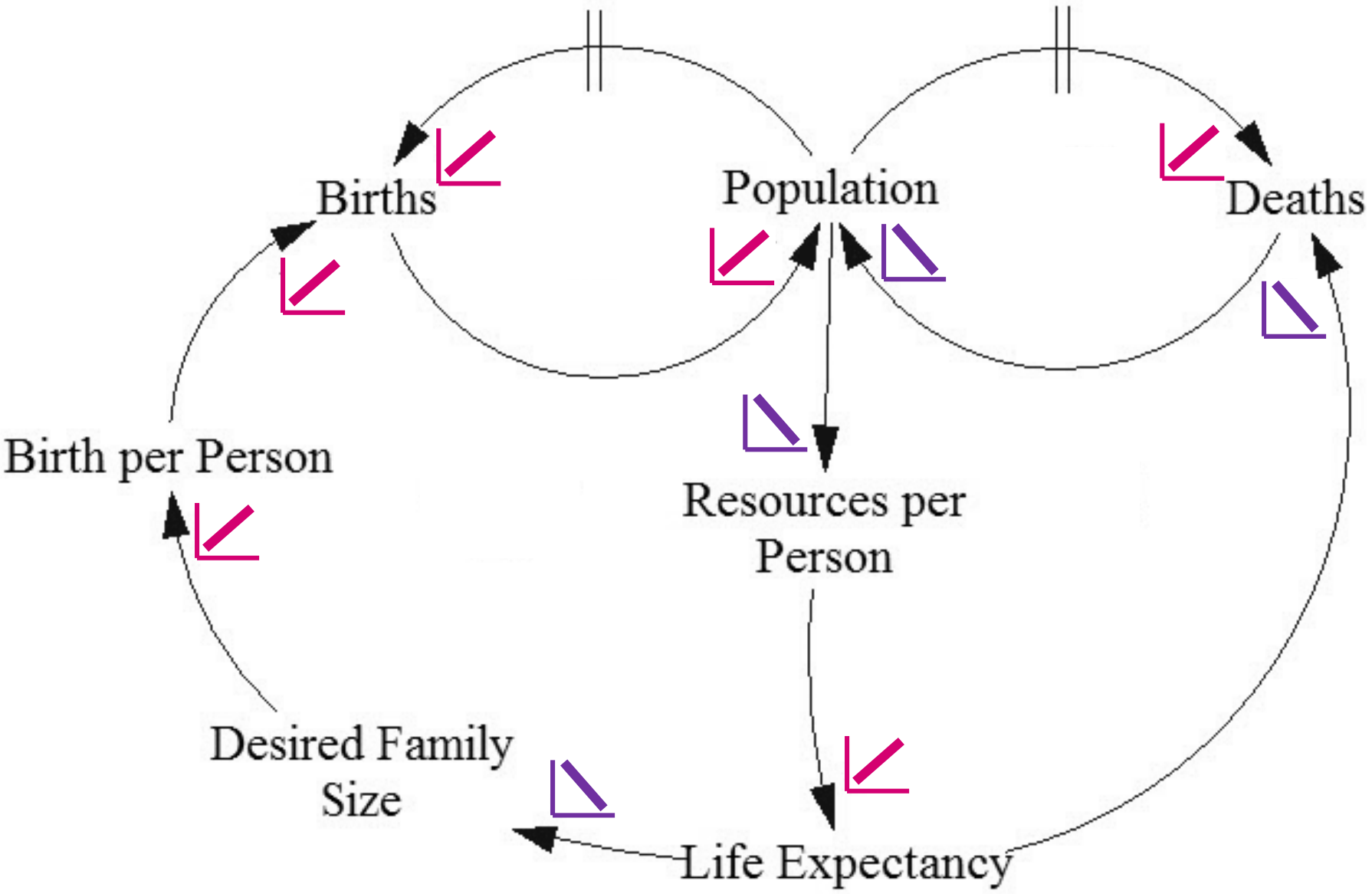


Reinforcing Loop

LEGEND

CoLab.


Traffic Density
Speed
Inequality
Conflict
GHG Emissions
Thawing
Organic Matter
GHG in
atmosphere
Temperature
CoLab.


Births
Population
Deaths
Birth per Person
Resources per Person
Desired Family Size
Life Expectancy

CoLab.

Getting Loopy

1. **Think about a time you felt either:**
   a) Super motivated at work ☺ or…
   b) Super NOT motivated at work ☹
2. **Brainstorm a list of factors that influenced why you felt that way**
   a) For example: pay, vacation time, employee award, praise, client health, quality of life, stress, supervisor support, etc.
3. **Use those factors to create a causal loop diagram to explore the implications of different types of motivation for public servants**
4. **In your diagram, show:**
   a) Type of relationship (inverse, proportional)
   b) Direction of relationship (arrows)
   c) Any delays
   d) Type of loop (balancing, reinforcing)

Options:

- Do this alone or with a partner
- Work on paper at tables or at the walls on whiteboards

CoLab.