



Book Review

TITLE: Drive
AUTHOR: Daniel Pink
DATE: 2018

PRE-READING

Why are you reading it? Was it a recommendation? What do you know about the topic? Flip through the book - is there anything that catches your eye?

I can't remember why I read this for the first time, but I reread it when I was preparing the initial leadership course I took. The concept of motivation fascinates me as I don't think it's what we traditionally think motivates people. I learned some stuff about motivation during university as we talked about the importance of cultivating intrinsic motivation over extrinsic motivation.

A-HA MOMENTS

What a-ha moments did you have when reading?

- Praising behaviour/effort rather than intelligence created more tenacity
- I loved the story about Wikipedia vs Encarta in terms of motivation. So cool
- Rewards for altruistic acts actually created the opposite effect

QUESTIONS

What questions do you have after reading that you want to investigate?

- How can we focus on creating autonomy, mastery and purpose in our organizations?
- How might the 20% autonomous time work in different organizations?
- How do we flip our goals from performance goals to learning goals?

CONNECTIONS

Can you relate what you read to another book, talk, podcast, topic?

- Intrinsic motivation is better for the most part than extrinsic which I learned years ago
- How do we teach people how to praise better/more specifically? Importance of Grit: Angela Duckworth

ACTIONABLE IDEAS

What are 2-3 actionable items that you can implement?

- Work on creating learning goals rather than performance goals.
- Give myself permission to just work on whatever I want at least some of the time (20% time idea)
- Make sure I am praising behaviour not personal traits

POST-READ REFLECTIONS

Did you like this book? Are there other books by this author or on this topic that you might want to read? Would you recommend it to someone? Is there something from this book you want to learn more about?

Although I first read this book years ago, there is excellent information in it. I'd definitely reread it. He's also written A Whole New Mind which I'd like to read.