

Intrinsic Motivation Canvas

Team:

Date:

Number of Participants:

Empowerment – 2 Mins

Fortify Column: What decisions, operationally or administratively, are you able to make at your level without having to ask for permission? For example, being able to choose when to take your lunch break or being able to make operational decisions in any capacity. Set timer for 1 minute–1 idea per sticky note.

Detract Column: What kinds of decisions do you have to ask for permission? Set timer for 1 minute–1 idea per sticky note.



Fortify

Detract

Competency – 2 Mins

Fortify Column: What programs or processes within your workplace allow you to develop personally or professionally? For example, training courses that awards students a certification upon completion. Set timer for 1 minute–1 idea per sticky note

Detract Column: What programs, processes, or lack thereof make personal or professional development more difficult? Set timer for 1 minute–1 idea per sticky note.



Fortify

Detract

Clarity – 2 Mins

Fortify Column: What programs or processes within your workplace reinforce why the work you do matters to the organization or to you personally? For example, monthly briefings that highlight team accomplishments. Set timer for 1 minute–1 idea per sticky note.

Detract Column: What programs, processes, or lack thereof make the purpose of your work unclear? Set timer for 1 minute–1 idea per sticky note.



Fortify

Detract