

# How Motivation Works

**Need** Is stimulated

# How Motivation Works

## Possible Satisfaction

A possible source of satisfaction is identified, e.g. Want, Goal, etc.

**Need** Is stimulated

# How Motivation Works

## Possible Satisfaction

Eustress  
(Performance  
Stress) Develops  
between  
Need and source of  
Satisfaction (reward)

Stress



```
graph BT; Need[Need] --> Stress[Stress]; Stress --> Satisfaction[Possible Satisfaction];
```

Need

# How Motivation Works – Ideal End State

# Satisfaction

Performance  
(Achieving Satisfaction)  
Dissipates Eustress  
Once stress reaches  
Level to  
Precipitate Action

Perform

# Need

# Effects of Blockages to Flow

**Possible  
Satisfaction**

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**Over-stressed or Distress**

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**Need**

# How De-Motivation Works

## Over-stressed or Distress

Performance Blocked

**Need**

# How De-Motivation Works

## Over-stressed or Distress

Reward Blocked

Performance Permitted

# Need