

## Scorecard on Extrinsic Rewards

- Do I find myself enjoying the process of the tasks I do, or am I mostly focused on the external rewards that come from completing them?
- When I work on a project, am I more motivated by the possibility of recognition, a raise, or a reward, or is it the sense of personal accomplishment and growth that keeps me going?
- How often do I find myself feeling drained or disconnected from my work when the external rewards are delayed or not as significant as I had hoped?
- Have I noticed that I perform better when I am personally invested in the outcome (such as pursuing a passion project), versus when I am working towards something that's externally motivated (like meeting a quota)?
- When I achieve a goal, how important is the external recognition (money, praise, etc.) to me compared to how I feel about my own growth or progress?
- Do I often rely on external rewards to push me through tasks I don't find enjoyable, or do I have strategies to stay motivated by connecting those tasks to my personal values or interests?
- How much of my daily motivation comes from within, like the joy of learning, improving, or creating something meaningful, versus from outside incentives like promotions, awards, or other benefits?
- Do I feel more fulfilled when my motivation comes from my internal desires (e.g., passion, purpose) or from the external rewards I expect to receive for my efforts?
- Am I motivated to complete a task quickly to gain a reward, or do I take my time to enjoy the task itself, even if there's no immediate external payoff?
- How do I feel when I achieve something that was internally motivating, such as a personal accomplishment, versus when I earn a reward tied to external factors, like money or recognition?
- What would happen if I removed all external rewards (bonuses, grades, promotions) from my life—would I still find myself motivated to do my best work, or would I struggle to stay engaged?
- Am I ever frustrated when my internal motivation doesn't align with the rewards or recognition I receive from others? How do I cope with that?

- When I am in a work or academic environment, how often do I rely on extrinsic rewards to keep me on track, and what impact does that have on my overall satisfaction and performance?
- Have I tried to find a balance between the external rewards I get from others and my own intrinsic satisfaction, and if so, how successful have I been at that balance?
- Am I more productive when I'm intrinsically motivated (focused on passion, creativity, or personal growth), or when I am driven by the external rewards (like monetary compensation or recognition)?