



THE HEART OF CREATIVITY

Research Briefs and Reflections

Motivation and Creativity

Motivation encourages us to engage in creativity and creative problem-solving in ways that transform our ways of working, learning, and decision-making.

Motivation matters as a driver for creativity. When learners or educators are engaged and have intrinsic motivation, the drive to innovate thrives. Micro-managing, insistence on perfection over progress, and punitive evaluation have all been cited as organizational behaviors that stifle creativity. Students and educators alike are more creative when they feel valued and empowered. Educational systems can create this sense of empowerment through honoring diverse voices, creating spaces where solutions are co-created, and encouraging debate and risk-taking. Leaning into intrinsic, internal, motivation fuels the kind of motivation that ignites creativity, whereas external attempts at motivation which are artificially communicated through rewards and punishments, for example, can produce a negative impact on creativity. Motivation drives and inspires dynamic, creative environments in schools, districts, county offices of education, and other organizations.

Reflection Questions:

- How can you help students and colleagues feel valued and empowered?
- Reflect on how creative you feel when you are highly motivated as opposed to when you don't have much passion around a problem or solution. What factors increase your motivation and passion?

Key Points to Remember:

- ★ Motivation emerges when we feel valued and empowered.
- ★ We can encourage motivation to create space for students and educators to let their motivation drive them to create something new.

Learn More:

<http://psychlearningcurve.org/motivation-for-creation-understanding-the-intersection-of-intrinsic-drive-and-creativity/>

<https://hbr.org/2012/04/balancing-the-four-factors-tha-1>

<https://www.dalecarnegie.com/blog/employee-intrinsic-motivation-creativity/>