



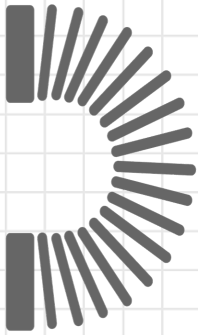
**MANAGEMENT 3.0**

# CHAMPFROGS

THE MODEL OF MOVING MOTIVATORS:  
AN EXERCISE MEANT TO HELP US  
REFLECT ON MOTIVATION AND HOW IT  
AFFECTS ORGANIZATIONAL CHANGE.

## OUR TEN INTRINSIC DESIRES/MOTIVATIONS

people



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culture

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belithe

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agile

**CURIOSITY**

I HAVE PLENTY OF THINGS TO INVESTIGATE AND TO THINK ABOUT.

**HONOR**

I FEEL PROUD THAT MY PERSONAL VALUES ARE REFLECTED IN HOW I WORK.

**ACCEPTANCE**

THE PEOPLE AROUND ME APPROVE OF WHAT I DO AND WHO I AM.

**MASTERY**

MY WORK CHALLENGES MY COMPETENCE BUT IT IS STILL WITHIN MY ABILITIES.

**POWER**

THERE'S ENOUGH ROOM FOR ME TO INFLUENCE WHAT HAPPENS AROUND ME.

**FREEDOM**

I AM INDEPENDENT OF OTHERS WITH MY WORK AND MY RESPONSIBILITIES.

**RELATEDNESS**

I HAVE GOOD SOCIAL CONTACTS WITH THE PEOPLE IN MY WORK.

**ORDER**

THERE ARE ENOUGH RULES AND POLICIES FOR A STABLE ENVIRONMENT.

**GOAL**

MY PURPOSE IN LIFE IS REFLECTED IN THE WORK THAT I DO.

**STATUS**

MY POSITION IS GOOD, AND RECOGNIZED BY THE PEOPLE WHO WORK WITH ME.

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