

Helle Hein



**INTERNATIONAL  
CONFERENCE**  
ON HAPPINESS AT WORK  
**MAY 18+19**  
**2017**

**WITH GREAT**  
**TALENT**  
**COMES GREAT**  
**RESPONSIBILITY**





# FOUR ARCHETYPES

**The Prima Donna**



**The Performance Addict**

**Introverted**



**Extroverted**



**The Pragmatist**

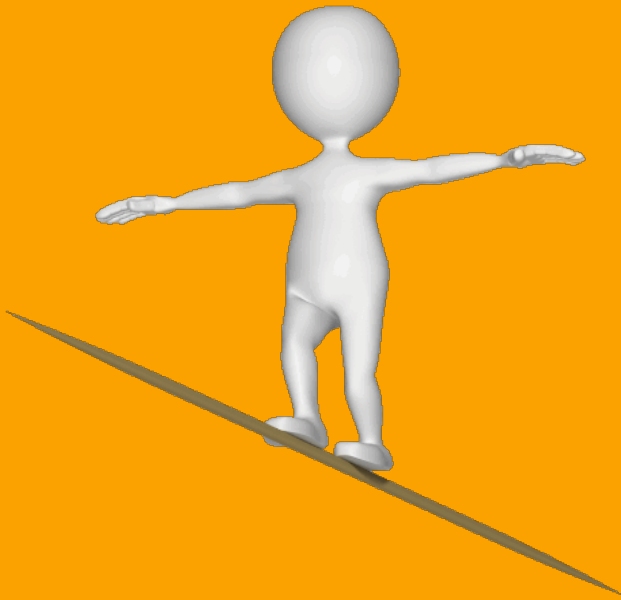


**Tension**

**Equilibrium**

# THE EQUILIBRIUM BIAS

**EQUILIBRIUM**



**TENSION**



**MANAGEMENT IS WIDELY BASED  
ON UNQUESTIONED ASSUMPTIONS  
ABOUT EMPLOYEE MOTIVATION**

# CROWDING OUT

**WHEN USE OF  
EXTRINSIC  
MOTIVATORS  
UNDERMINES  
INTRINSIC  
MOTIVATION**





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