

■ LEADERSHIP

LEARNING OBJECTIVE 8

Explain how intrinsic motivation, extrinsic incentives, and cognitive biases affect employee behaviour.

As noted in the chapter opener, increasingly management accountants are playing a key role as leaders in organizations given their breadth of expertise. Important to the role of leaders is managing employees. An organization's employees bring diverse needs, beliefs, and goals to the workplace. Leaders must be able to unite the behaviours of employees around two common themes—pursuing strategic goals and making optimal decisions. To fulfill this responsibility, leaders need to understand how *intrinsic motivation*, *extrinsic incentives*, and *cognitive biases* influence human behaviour.

Intrinsic Motivation

Intrinsic motivation refers to motivation that comes from within us. Stop for a moment to identify the greatest accomplishment of your life. Then ask yourself what motivated you to achieve this goal. In all likelihood, you achieved it because you wanted to, not because someone forced you to do it. In other words, you were intrinsically motivated. Similarly, an organization is more likely to prosper when its employees are intrinsically motivated to pursue its interests. A leader who employees perceive as credible and respectful of their value to the organization can increase the extent to which those employees are intrinsically motivated to pursue their individual goals. As your career evolves, to be perceived as a credible leader you'll need to possess three attributes—technical competence, personal integrity (in terms of work ethic and honesty), and strong communication skills (oral and written). To be perceived as a leader who is respectful of your co-workers' value to the organization, you'll need to possess three more attributes—strong mentoring skills to help others realize their potential, strong listening skills to learn from your co-workers and be responsive to their needs, and personal humility in terms of deferring recognition to all employees who contribute to the organization's success. If you possess these six traits, then you'll have the potential to become a leader who inspires others to readily and energetically channel their efforts toward achieving organizational goals.

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