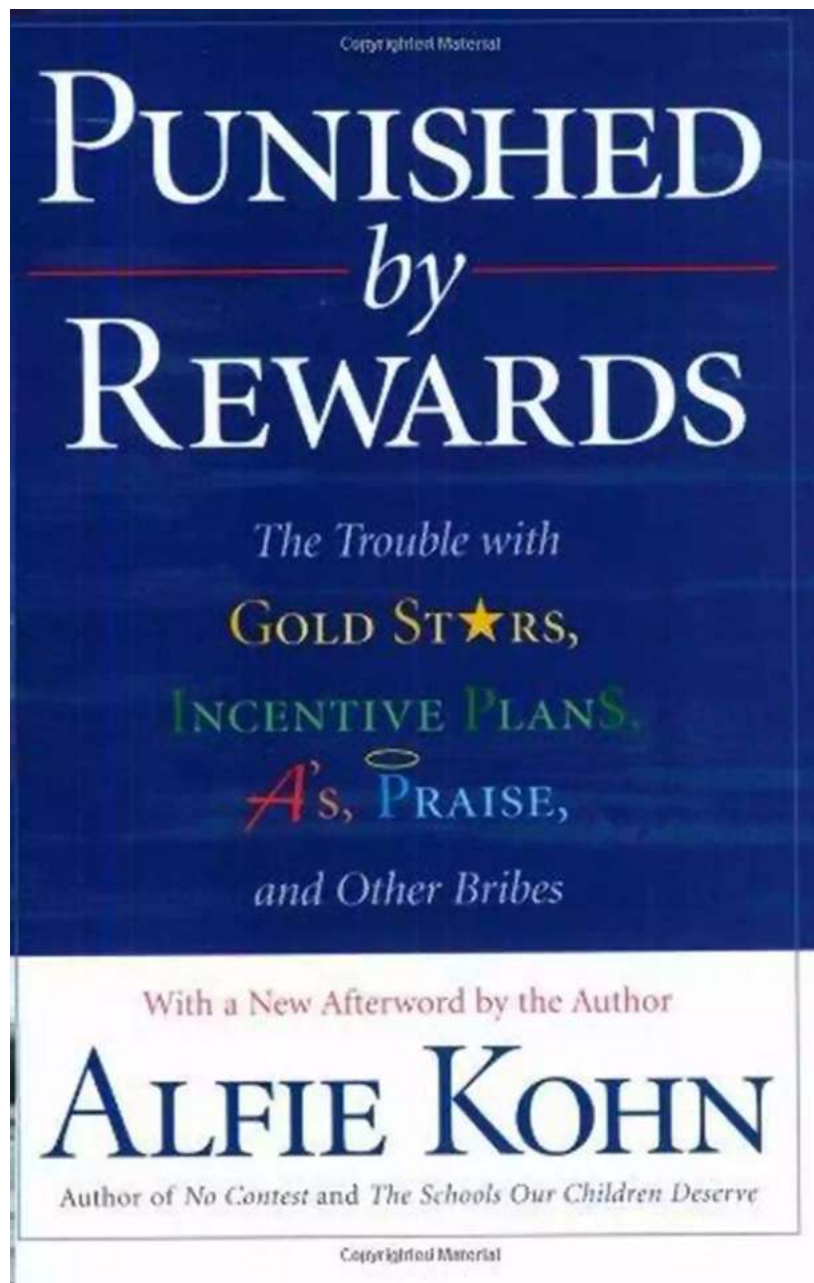


# The Shocking Truth: How Reward-Based Systems Do More Harm Than Good!



Are you tired of using the same old system of rewards and punishments to motivate yourself or those around you? Have you ever wondered if there might be a more effective, long-term approach to encouraging desired behavior? Look no further! In this article, we will delve into the controversial research and ideas

presented in Alfie Kohn's groundbreaking book, "Punished By Rewards." Get ready to challenge everything you thought you knew about motivation and rethink the way we approach rewards.

## The Problem with Traditional Reward Systems

Alfie Kohn's extensive research reveals a shocking truth: traditional reward systems, often seen as the cornerstone of motivation, can actually hinder long-term growth and success. This goes against everything we have been taught, but Kohn provides compelling evidence to support his claims.



### Summary of Alfie Kohn's Punished by Rewards

by CGP Books(Kindle Edition)

★★★★★ 5 out of 5

Language : English

File size : 1426 KB

Text-to-Speech : Enabled

Enhanced typesetting : Enabled

Word Wise : Enabled

Print length : 59 pages

X-Ray for textbooks : Enabled

Screen Reader : Supported



Have you ever noticed that a child who is promised a sticker or a toy for good behavior loses interest in that behavior once the reward is no longer offered? Kohn argues that rewards tend to undermine intrinsic motivation - the internal desire to engage in an activity because it is enjoyable or fulfilling in itself.

When we dangle external rewards in front of people, we inadvertently shift their focus from the task itself to the reward. This reduces their intrinsic motivation,

making them more dependent on external rewards for continued engagement. This has alarming implications in various domains of life such as education, workplace, and personal relationships.

## **Understanding Intrinsic Motivation**

According to Kohn, intrinsic motivation is the key to developing a lifelong love for learning and achieving sustainable success. It taps into a person's natural curiosity, creativity, and desire for growth. When individuals are intrinsically motivated, they engage in activities willingly, without the need for external incentives.

However, traditional reward systems often suppress intrinsic motivation. Kohn argues that rewards are perceived as controlling and manipulative, subtly sending the message that the task itself is not enjoyable or valuable. Over time, this can lead to a diminished sense of autonomy and a decreased willingness to engage in the task without external rewards.

## **The Role of Punishment**

While rewards are often the focus of Kohn's research, he also tackles the issue of punishment. Kohn argues that punishment has a similar detrimental effect on motivation. Just as rewards undermine intrinsic motivation, punishment elicits compliance rather than genuine understanding or personal growth.

Instead of developing an internalized moral compass, individuals subjected to punishment become focused on avoiding punishment rather than on the values and principles behind the behavior. This can hinder personal development and create a negative environment where individuals fear failure and taking risks.

## **An Alternative Approach: Self-Determination Theory**

So, if rewards and punishments are not the answer, what is? Kohn suggests adopting an approach based on self-determination theory. This theory posits that individuals are more likely to be intrinsically motivated when their basic psychological needs for autonomy, competency, and relatedness are fulfilled.

By encouraging choice, fostering a sense of competence, and nurturing meaningful relationships, we can empower individuals to find joy and fulfillment in their endeavors. Instead of rewards and punishments, this approach focuses on providing support, building trust, and fostering a positive environment.

## **The Implications for Education, Work, and Parenting**

Kohn's research has significant implications for various aspects of our lives, particularly education, work environments, and parenting. In the context of education, his work challenges the traditional reliance on grades, gold stars, and other external motivators. Instead, he advocates for promoting a genuine love for learning and allowing students to explore their interests.

In the workplace, Kohn argues for a shift away from incentive-based systems and towards fostering a sense of purpose, autonomy, and collaboration. This can lead to greater job satisfaction, improved productivity, and a more harmonious work environment.

As parents, Kohn suggests moving away from sticker charts and rewards for desired behavior. Instead, he encourages open communication, active listening, and addressing the underlying needs behind certain behaviors. This approach fosters an environment of trust, support, and intrinsic motivation in children.

Alfie Kohn's book, "Punished By Rewards," presents a compelling argument against traditional reward and punishment-based systems. Through extensive research and analysis, Kohn challenges the notion that rewards and punishments

are effective motivators. Instead, he highlights the importance of fostering intrinsic motivation, autonomy, and a love for learning.

By embracing Kohn's ideas and implementing alternative approaches based on self-determination theory, we can create environments that stimulate growth, personal development, and genuine engagement. It's time we break free from the limitations of reward-based systems and unlock the true potential within ourselves and those around us.

Keywords: Alfie Kohn, Punished By Rewards, rewards, punishment, intrinsic motivation, self-determination theory, education, workplace, parenting



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Please note: This is a companion version & not the original book.

Sample Book Insights:

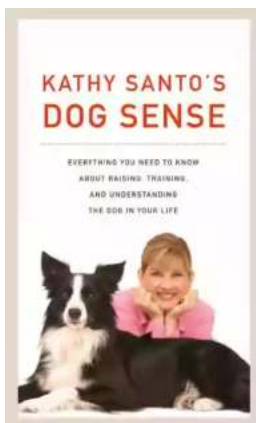
#1 The core of pop behaviorism is Do this and you'll get that. The wisdom of this technique is rarely questioned. We take for granted that this is the logical way to

raise children, teach students, and manage employees.

#2 Rewards are used long before a theory was developed to explain and systematize their practice. They were used by Frederick W. Taylor to encourage maximum efficiency in production at a factory, and by the first public school in New York City to manage the behavior of schoolchildren.

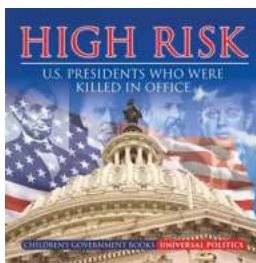
#3 Skinner believed that everything we do can be explained by the principle of reinforcement. He believed that organisms are just repertoires of behaviors that can be fully explained by outside forces. He said that there is no self as we usually use the term.

#4 The book gives the impression that someone else is telling the story, someone who doesn't care much about him. It is not a big stretch to reduce creativity to a series of novel behaviors selected by the environment, and morality to whether society deems an action appropriate or inappropriate.



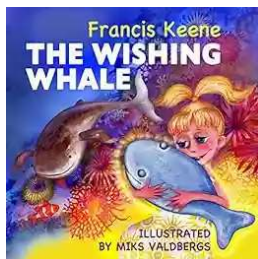
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