### Annexe 2: Main concepts related to Self Determination Theory

<table>
<thead>
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<th>Concept and definition</th>
<th>Important features and theoretical implications</th>
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<td>Intrinsic and extrinsic motivation[1]</td>
<td>SDT proposes that extrinsic motivation can vary greatly in the degree to which it is autonomous, thus providing a way to think about how management and leadership may affect motivation.</td>
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| **Intrinsic motivation:** The doing of an activity for its inherent satisfaction rather than for some external consequence.  
**Extrinsic motivation:** The doing of an activity to attain some external outcome or reward. | - Being autonomously motivated means being motivated by one's interest in an activity (intrinsic motivation) and/or because the value and regulation of the activity has been integrated within one's self (integrated extrinsic motivation).  
- Controlled motivation reflects the degree to which one feels coerced or seduced by external contingencies or by their introjected counterparts. |
- Controlled motivation consists of the state of external regulation and of introjected extrinsic motivation. | |
| Internalisation of extrinsic motivation[2] | - Assumed to be a natural developmental tendency: people will identify with the dominant important social regulations, assimilate them into their integrated sense of self, and thus fully accept them as their own. | |
| The three basic psychological needs in SDT[2] | - Suggests that it is part of the adaptive design of the human organism to engage in interesting activities, to exercise capacities, to pursue connectedness in social groups, and to integrate intrapsychic and interpersonal experiences into a relative unity.  
- Psychological health requires satisfaction of all three needs; one or two are not enough.  
- Satisfaction is essential for the healthy development and well-being of all individuals, regardless of culture or society. | |
| Organisational culture[3] | - Not all cultures and reward systems are good for individuals. Those systems that thwart need satisfaction will detract from employee engagement and well-being, which will ultimately cost the organization. | |