

WellBeing

is creating your best life

YOUR
STARS
FOR
2026

Motivation

How to find your fire

Circular beauty: From farm to face

The intersection of
trauma, stress and
autoimmune health

8 steps to unlock your intuition

Protecting our
planet's wildest
places



In their words:

Overcoming chronic migraines
Finding purpose after burnout

ISSN: 0812 - 8220



Issue 220 AUS \$12.95*
NZ \$12.95 (both incl GST)

UNIVERSAL
MEDIACO

9 770812 822008

EXTRINSIC

**INTRINSIC
MOTIVATION**

What gets you up in the morning? What sets your wheels in motion? These fundamental questions act as indicators of how we assess and calibrate motivation. Whether it is in sport, work or any endeavour that propels life change, motivation comes in two contrasting flavours – intrinsic and extrinsic. And like vanilla and chocolate, while they taste different, they both satisfy the hunger when striving for success.

Words by Marie Rowland

“What is my vision for what I want for myself? And if I was quiet enough for long enough to ask that question, and then listen to my own inner wisdom for the answer, what would it say?”

“She was just in survival mode,” recalls Dalla-Camina. “She’d been an individual contributor at work and she always wanted to be a manager, but she didn’t have the confidence. She didn’t have the visibility. She didn’t think she could do it. She had a very loud inner critic telling her all the reasons why she would never be able to move up. Within about three months of joining Women Rising, she did a lot of work on the vision that she wanted for her life and got really clear on what she wanted for her career. She went from an individual contributor to a manager in six months. She’s such a great example of what happens when you do this work and use the tools to create what you really want for yourself.”

Just like Dalla-Camina’s life-change was prompted by one question, yours could be, too. “The question isn’t, ‘How do I be more successful at work?’ The first question [to ask yourself] is, ‘What is it that I want for my life?’” says Dalla-Camina. “‘What is my vision for what I want for myself? And if I was quiet enough for long enough to ask that question, and then listen to my own inner wisdom for the answer, what would it say?’”

Male allyship

But the journey towards equality isn’t just about changing women’s mindsets. According to Dalla-Camina, educating men plays a huge role, too. That’s why she has incorporated a male allies program into her business, and to date has coached more than 1000 men on how to be better allies.

“I think a lot of men have felt that it’s very combative to talk about equality,” says Dalla-Camina. “Really what we’re doing is inviting them in, to say, ‘We want you to be part of this’, and they want to be part of the creation of a more equal society. A lot of men – research would say about 78 per cent of men – say they don’t have the tools. They don’t know what to do. They don’t want to do the wrong thing. So that’s what we’re trying to alleviate.”

Research also suggests that men and women have differing views on whether men in the workforce are being good allies, suggesting that the need for education on this is high. A survey of more than 1100 workers in mid to large companies was carried out by the Integrating Women Leaders (IWL) Foundation, with the results published in 2022. Among the executive level of leadership, 77 per cent of men believe that most men within their organisation were either “active” or “advocates” for gender equity, compared to less than half (45 per cent) of women.

There are small everyday behavioural changes men can make to be better allies, but the first step, according to Dalla-Camina, is to self-reflect on whether you are truly an active ally to women. “Most men come into our program *thinking* that they’re male allies. What they very quickly realise, probably 95 per cent of them, is that they’re ‘good guys’, but they’re not actively advocating for women. For example, at work, when a woman gets spoken over in a meeting, the male ally in the room is the one who says, ‘Excuse me, everyone, Jane wasn’t finished speaking, I’d like to hear her finish ...’ Because 74 per cent of women report being talked over constantly in meetings at work by men.

“In public life, the male ally, when he’s out, walking behind a woman through the park, is the one who will switch to the other lane so that the woman doesn’t constantly feel like she’s threatened because there’s a man walking behind her in the dark. It’s one of the active things that men can do to demonstrate true allyship and support of women in our community, at home or at work.”

The heart of wellbeing

Over the next few years, alongside growing Women Rising to continue helping women transform their careers, Dalla-Camina is continuing her PhD in women’s spirituality and leadership at the California Institute of Integral Studies.

When she’s not working or researching, Dalla-Camina spends her downtime with her son, or meditating, reading and embracing spirituality. “I have a very deep personal spiritual practice,” says Dalla-Camina. “Meditation, yoga, Kriya, mantra, japa [meditative mantra repetition], very much in the Vedanta teachings and Himalayan yoga. I go on a pilgrimage to India once or twice a year into the Himalayas ... India is very near and dear to my heart.”

While Dalla-Camina coaches women on leadership and empowerment, she feels that at the heart of everything she teaches is health and wellbeing. “Wellbeing for me means thriving, flourishing,” she says. “It means that my body is healthy, my mind is healthy, my spirit is healthy, my emotional state is healthy and that I am grounded and functioning at a level of flourishing. It means that I have balance and homeostasis across these aspects of my life ... financial wellbeing, community wellbeing, all of those aspects are in harmony.

“When you have wellbeing, you have 1000 problems in your life,” says Dalla-Camina. “When you don’t have wellbeing, you have one problem – how do I get wellbeing?”

Jo Jukes is a freelance writer based in Sydney. She is passionate about health, wellbeing and eco-travel, and writes for publications across Australia, New Zealand and the United Kingdom. For more, visit jojukes.com.



Motivation, resilience and confidence are the by-products of your willingness to simply act, when that is the last thing you want to do.

In the same way turning on the ignition kick-starts the engine of a car, we all need that initial boost to inject energy into our being to speed toward our goals. The "why" or reason for our mission could be seen as the firing gun at the starting line and while that bang is the essential shot to the system, the follow-through is what it takes to last the distance. Motivation operates on both conscious and unconscious levels, compelling or activating behaviours and responses where levers range from biological needs, material demands or desires, personal aspirations or ideological values, as well as social influences or pressures. These drivers are what propels, directs and even sustains outcomes.

When we think of the word "motivation", we often couple it with qualities such as determination, discipline or drive. But we are all not wired in the same way and each of us is inspired or motivated in different ways. Some of us are process-driven, whereas others firmly keep their eyes on the prize. How we get there in the end is determined by our values and ideals, desires and demands.

Every day we operate on a behavioural model that is based on our own personal codes and beliefs. We might go to work because we are motivated by money or rather because we value the idea of work and contribution. Sometimes it can be both. We might aim to lose weight to look better or to fit into an outfit. Alternatively, we may just want to feel better within ourselves or because we want to be at a safe weight or BMI. While the outcome may be the same, the reasoning varies from person to person.

Intrinsic motivation, as the term implies, comes from an internal source where we apply ourselves to an activity for its own sake without seeking any external validation. Beyond self-satisfaction, there is no requirement for any type of tangible reward. Conversely, extrinsic motivation operates on external factors where something is done as a means to an end where there is either a material reward such

as money or advancement or a palpable outcome, which can include praise or recognition. Incentive or bonus schemes, for example, work on this premise to motivate people to have buy-in.

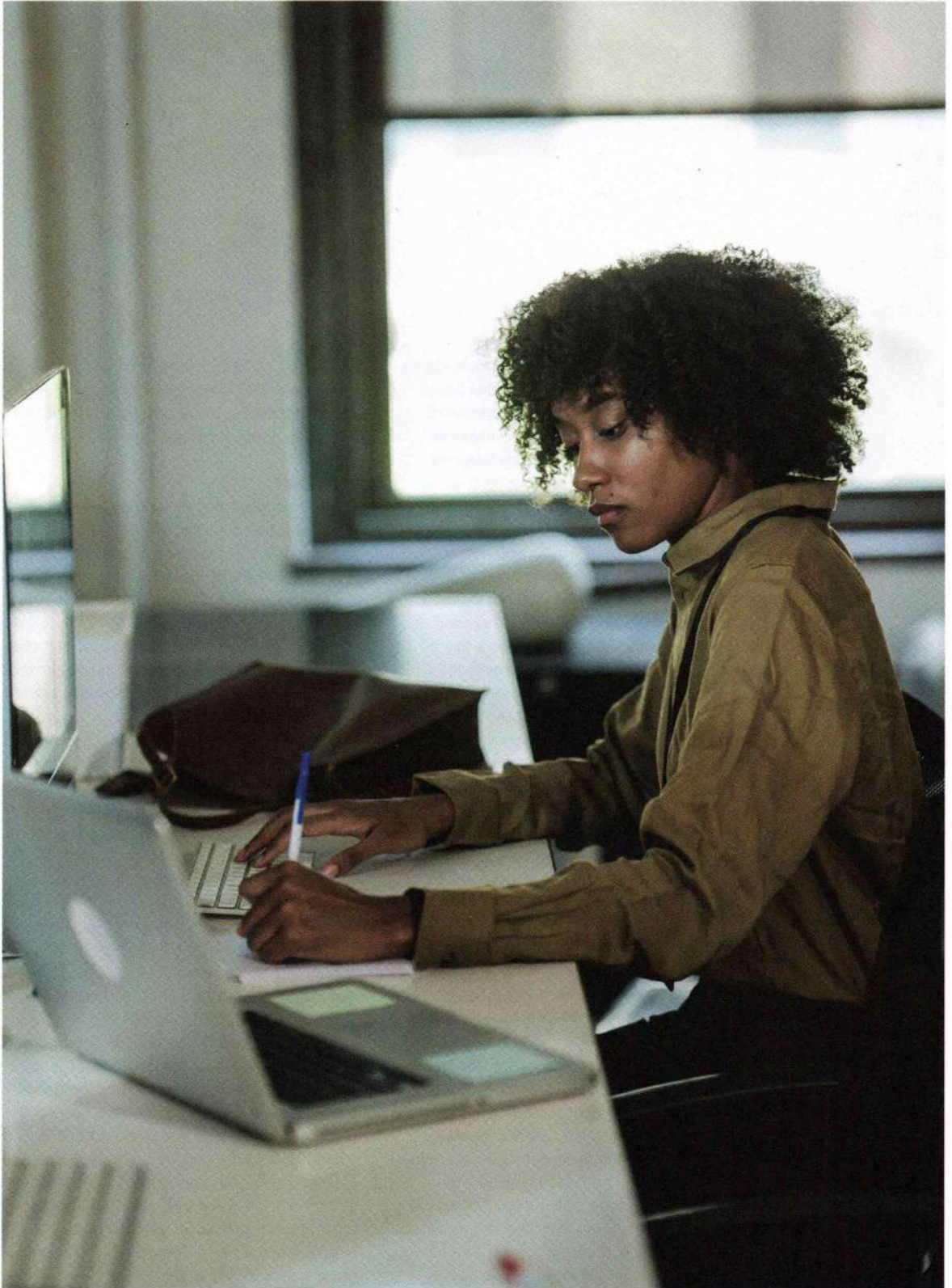
In or out?

In their seminal thesis on motivation, *Self-Determination Theory: Basic Psychological Needs in Motivation, Development and Wellness*, authors Richard Ryan and Edward Deci forensically delve into the essence of motivation from both a psychological as well as a sociocultural basis. They contend that, "Humans are by nature active and self-motivated, curious and interested, vital and eager to succeed because success itself is personally satisfying and rewarding."

The main precept of intrinsic motivation is that the very act of performing a task engenders positive feelings and this is the reward in and of itself. The further benefit is that when you operate at this higher level, optimal outcomes are often achieved. In the long term, intrinsic motivation leads to deeper satisfaction or greater psychological wellbeing.

According to Deci and Ryan, intrinsic motivation and its resulting behaviours or actions fosters three primary universal psychological needs: "competence, autonomy and relatedness to others". In effect, the authors postulate that intrinsic motivation is equivalent to optimal motivation, which inevitably leads to enhanced meaningful outcomes in all areas of life, from work to home, in sport, education and self-improvement. Intrinsic motivation denotes that we have a sense of control, where we are the determinants of our lives, whereas extrinsic motivation involves a reliance on external forces.

Deci and Ryan contend that intrinsic motivation comes from a place of individual choice rather than applied pressure. When operating in this way, people have a real stake in what they are working on or trying to achieve. It also allows them to



Intrinsic motivation comes from a place of individual choice rather than applied pressure.

strengthen their connection with other people who also subscribe to their values. In this way, people can work for either a collective or individual higher cause. Those who are intrinsically motivated instinctively strive toward personal excellence, aspiring to develop their skill set. They seek new learning outcomes as opposed to being results-focused. Intrinsic motivation encourages a growth mindset, while extrinsic motivation operates on achieving targets.

Extrinsic motivation is when we are driven by external rewards or outcomes. The reward can be either abstract (such as receiving accolades or praise) or tangible (financial gain or losing weight, for example). If these outcomes are not on offer, our motivation is severely hampered or curbed. The term "introjected regulation" is a form of extrinsic motivation where we inflict pressure on ourselves due to guilt, social approval or to avoid exclusion and to enhance elevation. There is choice here, but we may compromise our values by making internal deals with ourselves.

Interestingly, extrinsic motivation also occurs when we want to avoid negative outcomes or punishment. For instance, we may be chronically late with deadlines, yet a warning from our boss may create a behavioural change as we don't want to be penalised at work. Fear of reprisal can be a major motivator. At a more emotional level, we can be extrinsically motivated to protect ourselves and others because we fear outcomes that could harm or hurt us or those we care about. In these cases, we may not have any real choice in the matter where we are resigned to an enforced fate or position for the sake of self-preservation.

Are you the tortoise or the hare?

Studies have been conducted to ascertain which form of motivation is more successful in producing positive outcomes. In the short-term, extrinsic motivation can be very effective but, in the long term, intrinsic motivation wins the day. It is like the famous fable of the tortoise and the hare. The tortoise wins through unrelenting personal endeavour and endurance, as opposed to the hare's short spurts of productive enterprise, which doesn't last the distance.

Workplace behavioural psychologists are looking more extensively into this as we become ever more distracted and disconnected, operating with shorter attention spans in our daily lives, meaning we tend to run out of puff. Identifying why and how we are motivated can help us create meaning and purpose, while ameliorating our stamina and perseverance.

Intrinsic motivation is the subtler of the two. It comes entirely from within, requiring no incentive

or reward. This type of behaviour describes the undertaking of an activity for its inherent satisfaction. It is altruistic in the sense that the task itself is its own reward. It could be said that intrinsic motivation is all about personal satisfaction and that the person is driven by a purpose fuelled by willpower.

In the workplace, for instance, you may work hard and want to achieve excellence to be rewarded in some way. But the employee who seeks mastery in their role, where their end goal is genuine job satisfaction through autonomy, is doing it for their own personal sense of achievement. This differs from the worker who may be only seeking to move higher on the food chain or attain material gains through performative actions, which is a form of superficial participation.

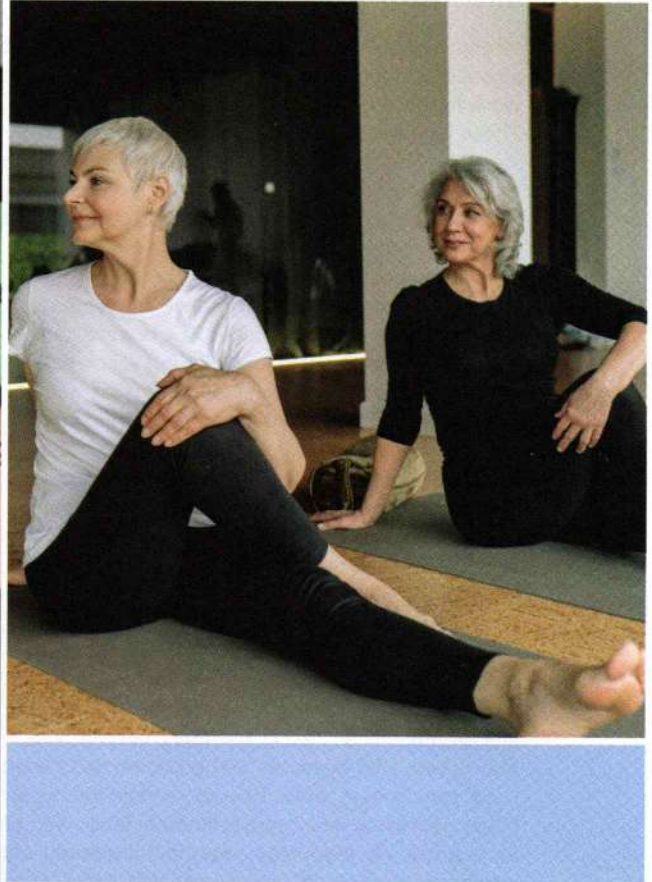
In his seminal TED Talk, "What makes us feel good about our work", author and professor Daniel Ariely cites that while we all seek appropriate compensation for the work we do, money is not actually what motivates us to do our best at work. He asserts that those companies that create opportunities and environments where there is real meaning in the work and where employees feel that what they do matters create enhanced alignment with company values, resulting in greater contribution.

Of course, no one is going to work for free but personal investment in a professional capacity leads to greater shared outcomes for all stakeholders.

Turning the tables on the old model of motivation – which was merely reward or incentive-based and sometimes at a more ominous level, fear-based where the threat of termination or loss of privileges were the drivers – author Daniel H Pink picks up on the themes of Deci and Ryan, as well as Ariely.

Pink concurs with Deci and Ryan regarding mastery (competence) and autonomy, but he switches out relatedness to others for purpose comprising his trio. His proposition is that when there is purpose, a task is subsequently imbued with meaning and it gives the goal real gravitas. Effectively, purpose is the trigger rather than motivation, which moreover operates as the resultant fuel to get the job done.

Mastery, autonomy and purpose transcend motivation. There will be days when you simply won't have the motivation to get up and go but, despite having no desire or incentive, you will simply do it because you know that this is what you have to do if you are to complete that task, beat the addiction, do that gruelling run on a wet and chilly morning – you do it because you have the "why" firmly lodged in your mind. Motivation, resilience and confidence are the by-products of your willingness to simply act,



when that is the last thing you want to do. Nike's famous tagline "Just Do It" is the life mantra we should all adopt as it's not contingent on anything else but your commitment to yourself.

So, if it is the addict or alcoholic wishing to create profound and sustained change in their life, the motivation is boosted because there is a higher purpose in mind. This leads inevitably to more creativity in the approach to tackling the challenge. It further invites collaboration using such things as group therapy or team work, as well as employing more problem-solving and critical thinking in order to make better decisions. This applies to anything that requires long-term or even lifelong dedication, from writing your great novel to enduring hardships where getting up in the morning is a feat in itself.

Like Ariely, when it comes to work, Pink believes that incentives or pay increases have short-term benefits, despite the fact that a definite uptick in productivity results. To that point, he asserts that if companies want increased and sustained output from employees, they "should pay enough to take the issue of money off the table". As a result, engagement ensues rather than mere compliance, autonomy over-rides being directed and meaning through shared values is derived, which ultimately creates job satisfaction.

Buy-in cannot be bought.

Dual operating system

Interestingly, theorists and psychologists debate whether the two motivational systems can work in tandem or if they are mutually exclusive in their operations. There are instances where intrinsic and extrinsic motivation can work hand in hand.

For someone battling with addictions such as alcohol, they may be moved to taking action such as going to AA after being given an ultimatum, or if a major life event occurs that finally precipitates action. From an intrinsic point of view, striving towards sobriety means they lead healthier, more accountable and intentional lives, where they seek to address their issues rather than searching for escape, which only defers the pain of their lived reality.

Equally, if the person takes action because a meaningful relationship is at risk, this would constitute being motivated extrinsically. Fear of loss, guilt and the consequential desire to save a relationship are strong motivators to take decisive action. However, as compelling as these reasons are, for radical change to be sustained to curb maladaptive and potentially dangerous behaviours, higher purpose and personal agency is required for meaningful long-term success.

The net result is that they achieve control over their lives, improve relations with others and, as cited by Deci and Ryan, they become better equipped and more competent to live with the daily stressors of life, where they would have otherwise taken refuge in alcohol. These inherent drivers subsequently raise the confidence and esteem of the individual where sobriety is more likely to last.

Here, we see intrinsic and extrinsic motivation working symbiotically. In the case of someone wanting to give up a life-threatening habit, the external factors such as creating safer spaces for significant relationships or being able to save money are all consequential and life-changing, coupled with aspiring to greater wellbeing, personal development and emotional security.

Pros and cons

It is clear there are advantages and disadvantages with both processes, but understanding what is at stake means you can pick and mix what works or applies to you:

Intrinsic motivation

Advantages

- Increased engagement, satisfaction and investment
- Enhanced creativity, innovation, solution-focused
- Long-term commitment, loyalty and deeper connection
- Improved performance and enhanced productivity
- Desire to excel, open to learn and develop skills
- Greater autonomy, self-direction and sense of ownership

Disadvantages

- Difficult to quantify or measure goals or outcomes
- Individual values may clash with company goals
- Relying solely on intrinsic motivation may lead to burnout or fatigue
- Internal focus reduces attention to goals, deadlines
- Lacks short-term success, which requires stamina
- Not all members in a team may share the same vision

Extrinsic motivation

Advantages

- Quick results – helpful when a task is not enjoyable or inspiring
- Defined goals – progress is tracked and success is measured
- Helpful for getting mundane or tedious jobs out of the way
- Rewards and incentives can be tailored to the individual

Extrinsic motivation is when we are driven by external rewards or outcomes.

- Rewards are flexible and implementable motivational tools
- Good for beginners to kick-start buy-in to the task at hand
- Helpful for the motivator to encourage participation

Disadvantages

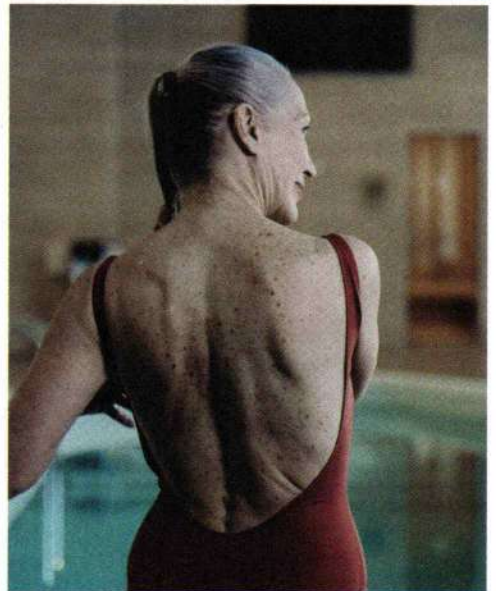
- Does not promote long-term interest or engagement
- Too dependent on external rewards and incentives
- Loss of interest when rewards are not on offer
- Reduced personal engagement and sustained focus
- Doesn't foster creativity, improvisation or innovation
- Potential for unethical behaviour or taking shortcuts
- Negates sense of achievement, growth and pride in work

The yin and yang of motivation

As the saying goes, opposites attract. And, in doing so, they can form a great partnership. Where one lacks, the other picks up the slack. Where one is dull, the other one shines. Deployed simultaneously or in the life cycle of a goal or enterprise, like yin and yang, they form a harmonious opposing balance.

This two-speed motivational economy is what helps run our lives, our community and society in general. External rewards do work in the short term so there is a real and valid use for them. And for long-lasting results, the intrinsic approach picks up the baton to keep the fire burning from that initial spark. While one can work without the other, motivation finds superhuman strength when an integrated approach is adopted. A versatile athlete can sprint the 100m but can also pace themselves for the marathon.

We all need extrinsic motivation to get through the day, but intrinsic motivation gets us through life 🌱



Marie Rowland is a writer and psychotherapist in private practice based in Manly, on Sydney's northern beaches. For more information go to talking-matters.com.