

2,1 cm  
1,0 cm

5,6 cm

5,6 cm

5,6 cm

5,6 cm

Moving Motivators

Autonomy



I decide what I contribute,  
how I do my work and when

More at <https://forw.to/techniques>

Moving Motivators

Feedback  
and Appreciation



I get quick and valuable  
feedback on the outcome  
of our work

More at <https://forw.to/techniques>

Moving Motivators

Connectedness  
and Support



I feel supported and offer  
support to others to  
achieve our goal

More at <https://forw.to/techniques>

5,6 cm

Moving Motivators

Clarity  
and Structure



It is clear to me what is  
expected of me and within  
what constraints

More at <https://forw.to/techniques>

Moving Motivators

Coaching



I feel supported in my  
growth and wellbeing

More at <https://forw.to/techniques>

Moving Motivators

Mastery



I feel Challenged to learn  
and develop my talents

More at <https://forw.to/techniques>

5,6 cm

Moving Motivators

Purpose



I experience what we do  
as meaningful and in line  
with my personal goals

More at <https://forw.to/techniques>

Moving Motivators

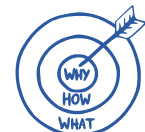
These cards are inspired by the  
Moving Motivators technique from  
the book Management 3.0 by Jurgen  
Appelo and the JD-R Model by  
Demerouti, Bakker et. al. Each card  
represents an energy sources that  
can increase employee engagement.

You find the original Moving  
Motivators cards at: <https://management30.com/moving-motivators> (EN)

More at <https://forw.to/techniques>

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Moving Motivators

Mastery

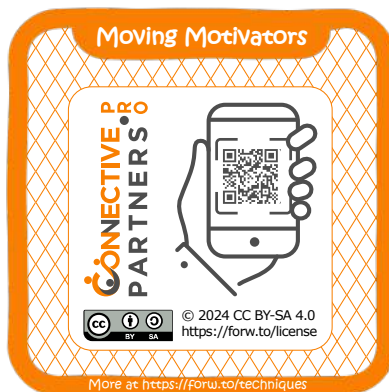


I feel Challenged to learn  
and develop my talents

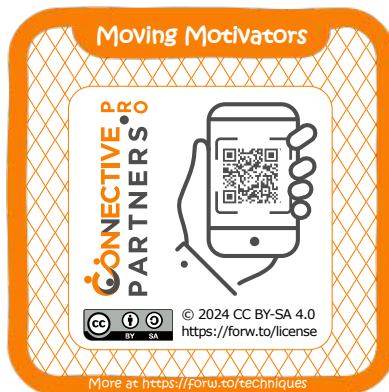
More at <https://forw.to/techniques>

0,7 cm

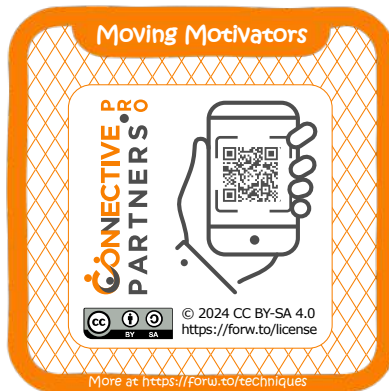
5,6 cm



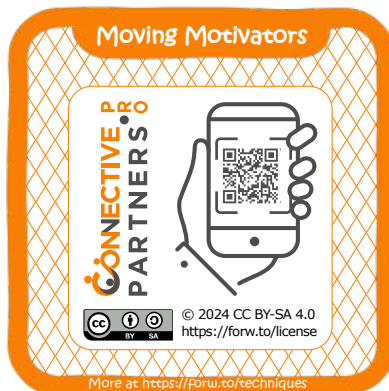
5,6 cm



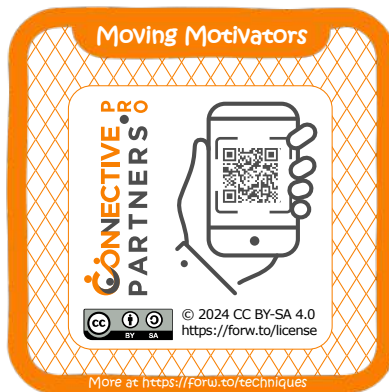
5,6 cm



5,6 cm



5,6 cm



5,6 cm

0,7 cm