

## Alfie Kohn - Harvard Business Review

*"Rewards do not create a lasting commitment. They merely, and temporarily, change what we do."*

### Examine True Costs of Incentive Program

1. Pay is not a motivator
2. Rewards punish
3. Rewards rupture relationships
4. Rewards ignore reasons
5. Rewards discourage risk-taking
6. Rewards undermine interest

# Why Incentive Plans Cannot Work

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# Why Incentive Plans Cannot Work Harvard Business Review

**J Dewey**



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