

ASSESSING INTRINSIC AND EXTRINSIC MOTIVATORS IN A STRUCTURED WELLNESS PROGRAM

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Introduction

- Physical wellness encompasses an individual's physical health and health-related behaviors.⁶ Physical activity has been linked to improvements in quality of life, mental health, and overall well-being.³
- Most individuals are intrinsically motivated toward physical wellness.⁵ A positive correlation between physical wellness and personal autonomy has been identified.⁶ Extrinsic motivation, such as incentives or competition, can increase gym attendance.²
- Structured programs can provide both intrinsic and extrinsic motivators for improving wellness by cultivating community and support, encouraging competition, and allowing the opportunity to experience satisfaction, accomplishment, and aspirations with individual performance.^{1,2,4,5}
- The LSUHSC Three-Week Wellness Challenge served as the structured program to promote perceived wellness and examine exercise motivation.
- This study aims to examine whether intrinsic factors motivated participants to join a structured program and continue participation in wellness activities following completion of the challenge, more than extrinsic factors.

Elements of Wellness Challenge

Teamwork: form teams up to 6 participants to track points and cultivate sense of community and empowerment

Engagement: track participation in wellness activities to gain points for team (Table 1)

Competition: compete against other teams to earn the most points

Table 1. Team Scoring Sheet used in the Wellness Challenge

Activities of Wellness Challenge	
Hydration	8x8 ounces of water AND no sugary beverages daily
Sleep Quota	6-8 hours of sleep per 24-hour period
Physical Activity	30 minutes of exercise daily
Self-Care	10-minute period of mindfulness, prayer, or yoga daily
Nutrition	4-5 servings of fruits and vegetables daily

Study objective:

- Assess **exercise behaviors** before, during, and after a structured program
- Examine whether structured programs encourage **more participation** in physical activities
- Evaluate the impact of structural programs on **intrinsic** and **extrinsic** motivation

Methods: Participants

Demographics from 2024: reveal the cohort to be primarily female and White/Caucasian, with most participants being staff members.

Table 2: Challenge Sample Demographics from 2024

Gender	- Female: 64 (83.1%) - Male: 12 (15.6%) - Transgender: 1 (1.2%)
Institution Role	- Staff: 37 (48.1%) - Faculty: 18 (23.1%) - Other: 8 (10.4%) - Classified employee: 7 (9.1%) - Student: 7 (9.1%)
Race	- White/Caucasian: 53 (68.8%) - Black or African American: 13 (16.9%) - Hispanic/Latino: 8 (10.4%) - Other: 3 (3.9%)
Relationship Status	- Married: 41 (53.2%) - Single: 23 (29.9%) - Committed Relationship: 13 (16.95%)

Figures

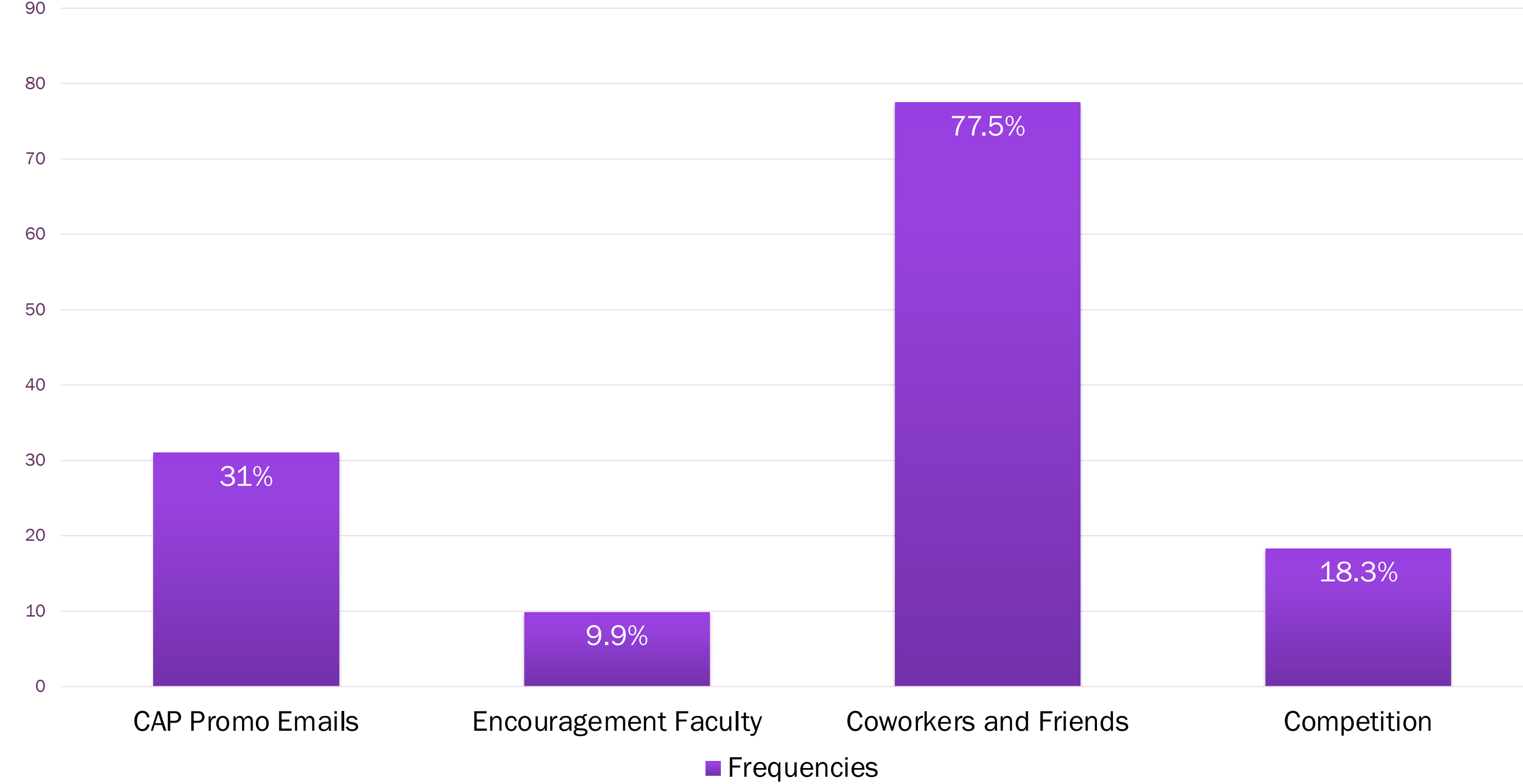
Figure 1. Intrinsic and extrinsic motivators in Comments and Feedback. This figure lists the intrinsic and extrinsic motivational factors that participants can choose from on the Post Participation Survey and 1-Month Post Participation Survey. Participants can choose more than one motivating factor.

What Motivates You?



Figure 2. Participant reported source of inspiration to participate in Wellness Challenge as a frequency from 2024 Data Collection. This figure presents the sources of inspiration reported by participants as percentages. Participants could choose more than one source of inspiration.

What inspired people to participate in the 2024 challenge?



Methods: Measures

- Pre participation, motivators of exercise behavior are measured using the Behavioral Regulation in Exercise Questionnaire (BREQ-2).
- Pre and post participation, six dimensions of perceived wellness are measured using the Perceived Wellness Scale (PWS).
- Participants tracked their progress across five wellness activities.
- Post-participation, participant satisfaction is assessed using the Client Satisfaction Questionnaire (CSQ).
- A longitudinal survey is filled out 1-month post-participation, measuring perceived wellness using the PWS and motivators of continued participation using Comments and Feedback.
- Participants can select as many options as applied to them on PWS.

Pre-Survey	- Demographics - Perceived Wellness Scale - Behavioral Regulation in Exercise Questionnaire (BREQ-2)
Wellness Challenge	Record wellness activities
Post-Survey	- Perceived Wellness Scale - Client Satisfaction (CSQ-8) - Comments and Feedback
1-Month Post Survey	- Perceived Wellness Scale - Comments and Feedback

Discussion

Key Findings of 2024 Results:

- Most participants, **80.3%, reported physical wellness as the dimension of wellness positively impacted** by their participation and there was a **lack of significant change in overall PWS scores** in participants with larger amounts of recorded physical activities.
- This may be due to participants in the wellness challenge already regularly engaging in physical activity prior to starting the program.
- When asked about inspiration, **77.5% of participants reported coworkers and friends** inspired their participation which would be considered an **extrinsic motivator**.
- Intrinsic motivators** such as internal drives and satisfaction were **excluded** in the 2024 surveys.

Based on our results from 2024, we decided to further evaluate the ***intrinsic*** and ***extrinsic factors*** inspiring participation in a structured program and participants' ***exercise behaviors*** in the 2026 LSUHSC Wellness Challenge.

Hypotheses for 2026 Results:

- Participants will have **high scores of physical wellness** from the BREQ-2
- Participants **motivated by intrinsic factors** will demonstrate **greater participation** in wellness activities during the three-week wellness program and will **continue to participate** in wellness activities once the program has been completed

Limitations & Future Directions

Data Collection

- Self-reporting: can cause recall bias, participants difficulty accurately recalling activities, and social desirability bias, participants enhance or downplay activities to be perceived more favorably
- Baseline bias: did not collect data about participating in wellness activities in normal routine

Duration

- Temporal bias: behaviors only relevant during 3-week period
- Short term: less time to build habitual long-term behavioral changes
- Short term follow up: no data collection on continuing behavior after 1 month

Future research to be investigated might include identifying strategies to encourage broader participation for a more generalizable sample of participants and broader implementation of structured programs.

Future research should further examine how to implement structured programs into places such as workplaces, hospitals, inpatient and outpatient care, assisted living facilities, and graduate/post-graduate programs to benefit more individuals and encourage wellness.

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