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Moreover, the use of rewards actually undermines the quality of people's work or learning - and causes them to lose interest in whatever they've been bribed to do. Seasoned with humour and familiar examples - and updated to include a wealth of recent research, Punished by Rewards presents an argument unsettling to hear but impossible to dismiss.

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What is likely to be far more surprising and disturbing is the further point that rewards, like punishments, actually undermine the intrinsic motivation that promotes optimal performance. ” . Alfie Kohn, Punished by Rewards: The Trouble with Gold Stars, Incentive Plans, A's, Praise, and Other Bribes. 2 likes.

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Incentive Plans, A's, Praise, and Other Bribes, Paperback by Kohn, Alfie, ISBN 132845052X, ISBN-13 9781328450524, Brand New, Free P&P in the UK. Modern society has been conditioned into the behaviorist thinking of B. F. Skinner, contends Kohn, and rewards like incentive plans and candy actually undermine efforts to teach students, manage workers, and raise children.

Criticizes the system of motivating through reward, offering arguments for motivating people by working with them instead of doing things to them

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The author of Punished by Rewards and The School Our

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Children Deserve builds on his parenting theories of working with children rather than trying to control them, argues against practices that teach children that they must earn a parent's approval, and presents techniques that promote desired child qualities through unconditional support. Reprint. 30,000 first printing.

No Contest stands as the definitive critique of competition. Contrary to accepted wisdom, competition is not basic to human nature; it poisons our relationships and holds us back from doing our best. In this new edition, Alfie Kohn argues that the race to win turns all of us into losers.

Reward and Punishment in Human Learning: Elements of a

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Behavior Theory provides a different approach to the study of reward and punishment, emphasizing what is learned when a response is rewarded and how does this differ from what is learned when a response is punished. This book discusses the distortions in impressions of success, accuracy in recall of reward and punishment, and determinants of outcome-recall. The role of open-task attitudes in motor learning, effects of isolated punishments, and structural isolation in the closed-task situation are also elaborated. This publication is intended for psychologists, but is also helpful to teachers, executives, prison officials, psychotherapists, and parents.

The Rewards of Punishment describes a new social theory of

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norms to provide a compelling explanation why people punish. Identifying mechanisms that link interdependence with norm enforcement, it reveals how social relationships lead individuals to enforce norms, even when doing so makes little sense. This groundbreaking book tells the whole story, from ideas, to experiments, to real-world applications. In addition to addressing longstanding theoretical puzzles—such as why harmful behavior is not always punished, why individuals enforce norms in ways that actually hurt the group, why people enforce norms that benefit others rather than themselves, why groups punish behavior that has only trivial effects, and why atypical behaviors are sometimes punished and sometimes not—it explores the implications of the theory for substantive



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What is most remarkable about the assortment of discipline programs on the market today is the number of fundamental assumptions they seem to share. Some may advocate the use of carrots rather than sticks; some may refer to punishments as "logical consequences." But virtually all take for granted that the teacher must be in control of the classroom, and that what we need are strategies to get students to comply with the adult's expectations. Alfie Kohn challenged these widely accepted premises, and with them the very idea of classroom "management," when the original edition of *Beyond Discipline* was published in 1996.

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Since then, his path-breaking book has invited hundreds of thousands of educators to question the assumption that problems in the classroom are always the fault of students who don't do what they're told; instead, it may be necessary to reconsider what it is that they've been told to do--or to learn. Kohn shows how a fundamentally cynical view of children underlies the belief that we must tell them exactly how we expect them to behave and then offer "positive reinforcement" when they obey. Just as memorizing someone else's right answers fails to promote students' intellectual development, so does complying with someone else's expectations for how to act fail to help students develop socially or morally. Kohn contrasts the idea of discipline, in which things are done to students to control

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their behavior, with an approach in which we work with students to create caring communities where decisions are made together. Beyond Discipline has earned the status of an education classic, a vital alternative to all the traditional manuals that consist of techniques for imposing control. For this 10th anniversary edition, Kohn adds a new afterword that expands on the book's central themes and responds to questions from readers. Packed with stories from real classrooms around the country, seasoned with humor and grounded in a vision as practical as it is optimistic, Beyond Discipline shows how students are most likely to flourish in schools that have moved toward collaborative problem solving--and beyond discipline.

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Drawing from hundreds of studies in half a dozen fields, *The Brighter Side of Human Nature* makes a powerful case that caring and generosity are just as natural as selfishness and aggression. This lively refutation of cynical assumptions about our species considers the nature of empathy and the causes of war, why we (incorrectly) explain all behavior in terms of self-interest, and how we can teach children to care.

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