Solutions

2.1

- Cash: $0.8 \times 0.3 \times 0.2 = 0.048$.
- Time: $0.8 \times 0.5 \times 0.9 = 0.36$.
- Time wins by 7.5× – the design should pay in weekends, not cash.

2.2

- Doubling the pool touches valence only ($0.2 \to 0.4$): force 0.096 – still a quarter of the time route.
- Multiplication: the broken $P \to O$ (0.3) caps everything.

2.3

- Example: "Mystery-shop ≥ 90 on 8 of 10 visits this quarter, reviewed fortnightly with the team."
- Difficult but reachable from 0.8 effort-belief; feedback built in.
- Acceptance: the team sets the final number and the review slot.

2.4

- Pay is hygiene: it removes dissatisfaction but does not create effort.
- Motivators complete it: recognition, achievement, growth – and rewards the doers value (weekends).