

*Foundations Track***F2: DEVELOPING YOUR INTEGRATED MOTIVATION STATEMENT****SESSION OUTCOMES**

- The client will build on insights gleaned from the Impact Session (F1).
- The client will expand on the “outcome” segment of their motivational flow framework gaining appreciation for the interaction of their top motivational themes.

SESSION PREPARATION

In order to ensure a successful session, it’s important that both you and your client do a little pre-work.

Ahead of Session F2 your client will:

- Review handouts they received and notes they took during their F1 session.
- Review their Exercise 2 assignment and make any adjustments based on their F1 insights.

Ahead of Session F2 you will:

- Review the client’s MCODE report and notes/insights from F1:
- Exercise #1 insights.
- Expand on stories in Achievement Interview.
- Discuss the motivational flow of trigger, process, and outcome.
- Exercise #2.
- Pay particular attention to the client’s response to the third story prompt: “What is most deeply satisfying?”

COMMUNICATION

One week ahead of the appointment send an email message similar to this to your client:

Greetings _____,

I'm looking forward to connecting again with you in our second MCODE Foundations Coaching Track session. Our next session is scheduled on _____ at _____ [via Zoom (the link is here) or face to face at (address)].

Our last session together was the Impact Session and introduced insights from your MCODE Report. In the weeks ahead we will be building on the principles here. We discussed _____, and, in response, you committed to _____. Before diving into our main topic, we'll begin our next session by hearing from you—how this commitment is playing out. I look forward to hearing your progress and any questions you have or challenges you've faced.

Our focus for the upcoming session (F2) will be highlighting the “outcome” facet of your motivational flow.

To gain the most from Session F2 I suggest you work through the following preparations:

- *Review your report and notes you took during the F1 Session.*
- *Review the three achievement stories you drafted and are recorded in your MCODE report. The productivity patterns embedded in these successes are going to provide a template for future productivity planning.*
- *Review your “trigger–process–outcome” motivational flow from our Impact Session. We will return to again and again in the weeks ahead.*
- *Review Exercise #1 and complete Exercise #2 in the report.*

I look forward to our time together.

Sincerely,

Certified MCODE Practitioner

SESSION OUTLINE

Meet + Greet [2 minutes]:

Practitioner Note: Come with something personal to share with your client (no more than 30 seconds of this 3 minute block). Then ask them to share, and follow up with at least one probing question.

Transition / Accountability [2 minutes]: “Our last session together introduced insights from your MCODE Report _____, and we discussed _____. In response you committed to _____. How is this commitment playing out?” [Client responds].

Preview [1 Minute]: “Today we are going to build on the Impact Session insights. The IMPACT Session is built around a basic motivational flow framework of Trigger – Process – Outcome. Today we are going deeper by reviewing in particular the work you did in Application Exercise #2 in the MCODE Report. The primary point today is to help you gain ownership of your motivational *outcome* and to understand it in the context of your entire motivational flow. Your motivational themes which function as trigger and process are also often part of what is most deeply satisfying to you. For this reason we want to spend this entire session focusing on that final aspect – OUTCOME. Your Outcome is really about what you are driving toward. It’s where your motivational energy is moving you to and what you find most deeply satisfying.

Content review and Consultative Coaching Conversation [45 minutes]:

Step One:

Review: 1) The outcome statement from the impact session. 2) Application Exercise #2 description that your client worked on. Discuss similarities and differences between the two.

Step Two: Based on the review, create a new integrated outcome statement as needed using the framework of Exercise #2 and the insights from your discussion so far today.

Reflect back to your client the updated Trigger-Process-Outcome motivational flow based on your conversation.

Step Four: Choose the most relevant coaching questions related to outcome from this section:

- 1) In what ways is your current role/job moving toward your outcome?
- 2) How do your current role/job responsibilities go against the flow of your outcome?
- 3) What is your ideal expression of your outcome? (In other words, what environment would they most love to apply this in? What is their dream job? Dream opportunity? Etc...)
- 4) What is one way you can leverage the power of your outcome motivation in your current role?

Practitioner Note: For each coaching session – whether it is a choreographed format like this one, or an open discussion format – keep the F.L.O.W. coaching model front and center in your mind. Make running notes through the session, and keep track of where you are in the model, particularly when you transition from one segment to another. Make note of specifically where in the F.L.O.W. pattern you are seeing the energy and the “aha” moments. These will be key insights when you guide the client to potential action items at the the “W.ork It” segment of the F.L.O.W. model. Also, keep close tabs on the clock. It’s the coach’s responsibility to strike the healthy balance between following the improvisation of the session WITHIN the bounds of time and topic. This takes practice, and watching the clock is vital.

Wrap [5 Minutes]:

- Ask the client: “What was most helpful from our session today?”
- Provide a succinct, reflective, encouraging summary of what you heard from the session.

SESSION FOLLOW-UP

The day after Session F2 send your client an email:

- Recapping insights and commitments.
- Affirming the schedule for the next session.
- Asking them to keep track of progress and challenges as they implement principles day to day. Ask them to keep track of progress and challenges as they implement principles day to day.