



Foundations Track

F4: OVERCOMING YOUR LIMITING BEHAVIORS

SESSION OUTCOMES

- The client will build on insights gleaned from the three prior Foundation sessions.
- The client will gain critical insights about recurring patterns that undermine their success.
- The client will embrace practical action steps to begin overcoming these limiting factors.
- The client will foster a desire to pull more insights from their motivational flow to create additional strategies for growth.

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 F4 your client will:

- Review handouts they received and notes they took during their prior sessions.
- Complete Exercise #4 in the Motivation Code Report and send it to the coach prior to this session.

Ahead of Session F4 you will:

- Review the client's MCODE report and notes from past client sessions
- Review the client's trigger-process-outcome framework, hypothesizing likely "shadow-side" challenges.

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 fourth 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 took a deeper look at activities that energize and de-energize you. We explored how your motivational flow impacts this reality. We discussed _____, and, in response, you committed to _____. Before diving into our main topic, we'll begin our next session by hearing from you as to how this commitment is playing out. I look forward to hearing your progress and any questions you have or challenges you've faced along the way.

Our focus for the upcoming session (F4) will be highlighting what we term the “shadow side” of your motivational flow. While everyone has motivational strengths, those same qualities, when imbalanced can become limiters to success. We want to identify these tendencies and then strategize to mitigate them.

To gain the most from Session F4 I suggest you work through the following preparations:

*Review your report and notes you took during prior Foundations sessions.
Complete Exercise #4 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 explored your personal energy in light of your motivational flow. We discussed _____. In response, you committed to _____. How is this commitment playing out?” [Client responds].

Preview [3 Minute]: Today we’re going to revisit the Trigger–Process–Outcome sequence to better understand, predict, and modulate the “shadow side” of your motivational flow. We all have limiting behaviors that hinder our progress. Often, these are tied to imbalances in our motivational patterns. Can you note one recurring inhibiting behavior that you would like to amend? [The client responds].

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.

Context [3 minutes]:

While everyone has motivational strengths, those same qualities, when imbalanced can become limiters to success. We want to identify these tendencies and then strategize to mitigate them.

Content review and Consultative Coaching Conversation [45 minutes]:

Practitioner Note: In this section you will guide your client through the F.L.O.W. (Find Out, L.earn About, O.wn, W.ork It) process to surface one pressing productivity challenge where prioritizing action is needed. Your goal is to help surface the client’s F.L.O.W. (Find Out, L.earn About, O.wn It, W.ork It) for this challenge.

Find Out: Ask the client to walk you through their responses to Exercise 4. As they do, ask questions to probe for more details and examples for each “shadow side”

behavior. Reference back to past sessions and note any additional limiting behaviors that the client has identified. Reference back to the client's achievement stories and draw out specific examples of limiting behaviors they overcame to accomplish these achievements.

L.earn About: Review insights from previous sessions that highlight the client's motivational flow.

1. From this baseline explore how additional themes of motivation in their "top five" might be related to imbalanced motivations.
2. As the client shares, not what "stands out?" Are there frequently mentioned shadow-side behaviors? Are those that the client has mentioned especially problematic?

O.wn It: Of the inhibiting behaviors the client has identified choose three that seem either prominent. Think about these behaviors in terms of the client's motivational flow. What triggers are present in the client's life that could be accentuating the negative behavior? Are there triggers that need to be present, which are not? Are there other circumstantial factors that fuel negative behavior or prevent the client's movement toward the outcome they desire? Present options as to why the client might be exhibiting negative behavior based on your motivational flow analysis. Hypothesize with the client why negative behaviors could be emerging based on motivational flow analysis.

W.ork it "Based on the clarity from the discussions above, what one adjustment could you make that could alter limiting behaviors? Here are some suggested angles:

- COLLABORATE with those who have complementary motivation to discover their strategies for success.
- COMPLEMENT activities that trigger the limiting behavior with activities congruent with your motivational flow.
- CONFINE as much as possible activities and circumstantial factors which demotivate
- CONSIDER ways to reframe work and the way you envision it into patterns that appeal to your motivation.

How can you make these objectives into a specific goal to work toward? Is this your commitment?"

Practitioner Note: In response to your client's commitment to pursue this action, commit in return to offer encouragement and accountability.

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 F4 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.