

*Foundations Track***F5: APPLYING YOUR MOTIVATIONAL FLOW PART I**
TRIGGER: MAKING WISE DECISIONS**SESSION OUTCOMES**

- The client is better prepared for future decision-making. By reflecting on how their motivational flow has impacted their decisions and commitments— for better or for worse—the client can better analyze future commitments and activities before getting involved.
- The client has an integrated “trigger” statement.

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 F5 your client will:

- Review their MCODE Report and the handouts they received and notes taken during prior Foundation Coaching sessions.
- Complete the steps outlined below in the preparation email.

Ahead of Session F5 you will:

- Spend a few minutes looking at the client’s MCODE report and any notes from coaching sessions relative to involvement.
- Secure a “fully present” mindset.

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 this session (F5) of the MCODE Foundations Coaching Track. Our next coaching session is scheduled on _____ at _____ [via Zoom—the link is here] or face to face at [address].

In our last session together we discussed _____, and, in response, you committed to _____. We'll begin our next session—before diving into our main topic—with you sharing some of how this commitment is playing out. I look forward to hearing of your progress and any questions you have or challenges you've faced.

Our focus for the upcoming Foundations session (F5) will explore the “trigger” motivation in your motivational flow. Trigger answers the question “Why do I choose to get involved in certain activities?” This will help you make better quality decisions about what you get involved with in the future. In preparation for our next session, I'm asking you to do what we call an “involvement audit”. It's quite simple:

Step One: Grab a word document or pen and paper, and make a list of activities you chose to get involved with and why you did. You can go back as far as you want to. The goal is for you to have at least 10 activities on your list, but the sky's the limit. Here are example of activities and reasons for involvement:

- *Soccer Team: My parents made me.*
- *Band: I enjoyed playing the flute and had a natural gift to do so.*
- *Joined the Chess Club: I liked winning and my dad and I played chess, so it was a no-brainer for me to conquer my friends.*
- *Enlisted in the Military: I lacked focus, discipline, and a healthy view of self.*
- *Went back to College: I wanted to become highly skilled for my career.*
- *Started Coaching Leaders as a Side Job: I enjoyed developing others and was given the opportunity to coach leaders.*

Step Two: Once you have your list; make a couple of observations about what got you involved. Write down any themes that you notice.

Send me the document, screenshot, or photo of your audit at least one day before our session so I can take a look.

I look forward to our time together.

Sincerely,

Certified MCODE Practitioner

SESSION OUTLINE

Meet + Greet [3-5 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 [1 Minute]: “Today we are going to reflect on the “trigger” component of motivational flow. Why you choose to get involved in certain activities. The goal for our session today would be for you to be able to make higher quality decisions about what you should get involved with based on your motivational flow. We had you do an involvement audit; what were your take-away’s?”

Practitioner Note: For every coaching session, whether choreographed like this one or open discussion, you should have the F.L.O.W. coaching model in the back of your mind. Make notes of where you are seeing the energy and “Aha!” moments in the session as potential action items from the W.ork part of the F.L.O.W. model.

Consultative Coaching Conversation [5 Minutes]:

Practitioner Note: Here you will ask probing questions about their audit. Follow the natural flow of the conversation. Include your observations on the list at a natural break in the conversation.

Sample questions to probe deeper:

- “What events on this list, if any, did you regret getting involved in? What kinds of things sucked the life out of you?”
- “In which of these did you find the most satisfaction? What in particular about your involvement made it satisfying?” [Listen for connections with motivational flow]

Motivational Flow Themes + Involvement [10-15 Minutes]

Practitioner Note: Be sure to have the client’s MCODE Report handy for your reference as well as their motivational flow hypothesis.

Begin by reviewing TPO discoveries developed during the client’s MCODE Impact Session (F1)

1. “Let’s draw some conclusions about what we’ve talked about so far. We’ve heard that what triggered your involvement was _____, _____, and _____.”
2. “Let’s take a look at your motivational flow:
 - a. The trigger motivation we identified in your impact session was _____.
 - b. Where do we see evidence of this in the stories throughout your life?
 - c. Let’s broaden this now to include the other themes from your motivational flow.”
3. Talk through their motivational flow themes one by one. As you work them through, note how other themes from their top 5 triggered their involvement. You’ll often find this to be true since our motivations are integrated. If possible, do your best to begin to develop a first draft of an integrated trigger statement based on the learnings in 1-2. *Keep this draft as you will be utilizing this for the “Outcome” session.

Practitioner Note: The long-term goal for motivational flow is to move away from isolated motivations into a fully integrated and customized personal “big idea”. Here is one example, but we’ll unpack this further in the “outcome” session:

Here use your own personal MCODE Report insights / motivational flow pattern as an example for review: “I’ll use myself as an illustration. The pattern that describes me best is...

An example of what this looks like follows and is drawn from Brian Williamson:

Trigger: Experience the Ideal

Process: Explore----Comprehend + Express---Excel

Outcome: Establish

The two ways that I capture this for myself that are personal and meaningful are through my ‘big idea’ and through my personal brand.

My big idea, based on my stories and motivational flow is as follows:

I want to be my best and build the best. That captures me in a nutshell. The domain I am passionate for expressing this in is my leader and business development work. I am certainly driven to be excellent in what I do, but not in competition with others. The end game for me is in the building into others and organizations.

My personal brand, based on my PhD work is “The Outlier Leader”. It was a big aha for me to see how my motivational flow subconsciously drove my research topic in positively deviant, or “outlier” leaders. I studied leaders who get extraordinary organizational results. AKA: The best of the best, the far right of the bell curve (that’s where the positive deviance language comes from). What triggers my involvement in most everything I do is a compelling vision or concept related to leadership, business, or systems.

Practitioner Note: Keep this patterning process in mind as we go throughout future sessions with this client. This is something you will want to reaffirm again and again in your discussions with this client and with others as well.

Current Involvement [25 Minutes]:

Practitioner Note: Below are some suggested coaching prompts for this section. You as the practitioner will need to choose which (if any) of these apply to your client’s situation. Keep the above themes and conversations in view. Your goal here is to surface the FLO (F.ind Out, L.earn About, help your client O.wn) aspects of the clients current reality. This section is important as it allows you to coach into their present world.

1. In your current role, where do you find yourself involved in things you could have said no to?
2. In general, do you tend to get involved in too many things that are outside of your responsibilities? How does your motivational flow inform this?
3. What things do you most want to be involved with in the future that as yet simply hasn’t been the right time?
4. In what areas can you apply the understanding of motivational flow to your current choices about what you get involved with...**
5. At work (ie..meetings, voluntary projects, what you say NO to)
6. At home (ie..more present with family etc...)
7. In leisure (ie..perhaps the client needs to find an area to unleash motivational energy that has not had expression)

Session Conclusion [5 Minutes]:

Ask the client:

- What was most helpful from our session today?
- Provide a reflective summary of what you heard from the session.

W.ork: Draw out a “W.ork it” actionable from this session. You may need to gently prompt this, but the goal is to draw it from the client, so that they formulate it. Ask the client:

- What is one adjustment you can make in response to what we’ve covered?
- Is that your commitment?

Practitioner Note: Keep in mind the participant will have preparation for the next session as well.

SESSION FOLLOW-UP

The day after Session F5 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.