

*Foundations Track***F6: APPLYING YOUR MOTIVATIONAL FLOW PART 2****PROCESS: BRINGING YOUR BEST SELF****SESSION OUTCOMES**

- The client will consider how their motivations empower them to be and bring their best.
- The client will discover fresh ways to “show up at their best.”
- The client will gain increased insight into the skills and strengths they bring to the table based on their motivations.
- The client drafts an integrated statement expressing how they show up at their best.

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 F6 your client will:

- Review your client's MCODE report and notes from past sessions.
- Read the article: “How to Play to Your Strengths” which explains the exercise the client is working through ahead of the session. <https://hbr.org/2005/01/how-to-play-to-your-strengths>
- Assemble a document categorized by the themes from your participant's motivational flow (typically the top 5 themes). List underneath each theme, the positive attributes. You will utilize this alongside the feedback the participant receives from their preparation.

Ahead of Session F6 you will:

- Review handouts they received and notes they took during their Foundational Coaching Track.
- Follow the steps in the preparation email (below).

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 next session of the MCODE Foundations Coaching Track. Our 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 _____. Before diving into our main topic, we'll begin our next session hearing from you—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 session (F6) will be “bringing your best” and we will look through the lens of the “process” component of your motivational flow. The process component answers the question “How do my motivational themes enable me to show up at my best?”

Before our next session, please complete the following exercise:

Step One: *Send out the following email to 3-5 people who know you well.*

Greetings,

I have a quick favor to ask you. I'm currently working with a coach and we are focusing on how I can better understand how I “show up” at my best (with the goal being doing more of that very thing).

You know me fairly well, and I was wondering if you would kindly take 10 minutes to respond with three examples of how you have observed my contribution in different settings. Simply shoot me three values or important contributions I bring to the table and three corresponding examples of times when I demonstrated those values.

Here's an example:

Value: Foresight

Example: You were the only one who remembered to bring the bbq coals to the picnic.

Feel free to use this template and fill in your answers in your reply to this email:

- *Value/Contribution:*
- *Example: I remember the time when...*

- *Value/Contribution:*
- *Example: I remember the time when...*

- *Value/Contribution:*
- *Example: I remember the time when...*

If you could please email your responses to me by the end of the day tomorrow, that will help me prepare for my next session!

Thank you so much!

*Sincerely,
(NAME)*

Step Two: *Before looking at the responses from others, make a list of how you show up at your best.*

Examples: I see strategic solutions quickly. I care for people practically. I pay attention to details. I ask great questions, etc...

Step Three: *Once you receive all of the responses from your email; assemble them into a document and look for themes. The goal would be for you to come up with 3-5 themes of how you show up at your best.*

Step Four: *Send a copy to me once you are done.*

I look forward to our session together,

Sincerely,

Certified MCODE Practitioner

SESSION OUTLINE

Practitioners Note: You will be keeping this session as open as possible. The intent is for you as a coach to ask prompting questions that guide your client to see themselves at their best, utilizing your understanding of MCODE and any other tools in your toolkit. Discussing the participants reflections on the exercise and combining this with the motivational themes will provide a meaningful discussion.

1. Example questions:

- What was it like to receive the feedback on your important contributions from your email? (Feelings, thoughts, etc...)
- Let's look at your themes of how you show up at your best from the feedback.
- Were there any surprises? What did you find the most affirming?
- What we are going to do now is take a look at the positive attributes of your motivational flow themes one by one to see where there is overlap and also add themes of you at your best.

2. Discussion guide:

- Use the 1 page of their themes and positive attributes that you prepared
- Discuss where there is overlap-pointing out where motivations are showing up based on the feedback from the email exercise.
- Talk through each of the motivational themes and extract the points from each theme that are most true for your client.
- Craft an integrated “process” statement that describes the client at their best utilizing what has been learned in this session.

Practitioner Notes:

- *Save the integrated process statement along with the trigger statement for the next session.*
- *Consciously stay in your practitioner F.L.O.W. as you navigate this session, guiding the client to walk away with a relevant “W.ork It” item.*

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 F6 send your client an email:

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