

*Foundations Track***F7: APPLYING YOUR MOTIVATIONAL FLOW PART 3****OUTCOME: OWNING YOUR AGENDA****SESSION OUTCOMES**

- The client will finalize a personalized, integrated, and meaningful written draft of their motivational flow.
- The client will assess the impact of the Foundational Coaching Track.

**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 F7 your client will:*

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

*Ahead of Session F7 you will:*

- Spend time reviewing the following:
  - The client's integrated statement from session two.
  - The client's Impact session motivational flow statements.
  - The integrated trigger and process statements developed in the last two sessions.
- Based on your knowledge of the client from all of the time and assets you've invested to date, draft an updated:
  - A one sentence "big idea" (They may or may not be different from the impact session hypothesis... sometimes that IS the "big idea.>").
  - A paragraph description of the client's motivational flow.

## 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 for the MCODE Foundational Coaching Track. Our session is scheduled on \_\_\_\_\_ at \_\_\_\_\_ [via Zoom (the link is here)] or face to face at (address).*

*In the 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 next meeting is the last session in the first stage of our coaching which we call Foundations. By the end of the next session, the goal is for you to have a solid grasp on your motivation code. We'll be looking at your motivational themes through the “outcome” lens. “Outcome” answers the question; What is the big idea you are driving toward? We'll finalize your fully integrated statement of your trigger, process, and outcome stated in a personalized way. I'll share mine with you and during our session we will collaborate together on yours. I'll bring a draft for us to utilize.*

*I'll be eager to hear about which of these initial sessions resonated the most, what insights were most valuable, and where you have seen this impact you the most. In stage two, we move into a customized track where we build on the foundational insights we've gleaned into one of the following areas:*

- *Personal Productivity*
- *Leadership Development*
- *Career Pathways*
- *Innovation*
- *Creativity*
- *Sales*

*Each of these customized tracks have six sessions. I will be interested to hear which track appeals to you the most and with your approval, we can move into that track after our next session.*

*I look forward to our time together.*

*Sincerely,*

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*Certified MCODE Practitioner*

## **SESSION OUTLINE**

### **Meet + Greet (2-3 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.*

**Review:** “As I mentioned in the email, today is the final session in our Foundations Track. Before we get into our topic for today, let’s talk about your experience so far.

1. What has been the most impactful thing about learning about your motivational themes?
2. Which session did you find the most valuable? Why?
3. Is there anything you wish we would have spent more time exploring?

**Transition:** “Today we’re going to tie everything together. Based on our conversations and the work we have already completed, we are going to draft a fully integrated “big idea” statement that includes your trigger, process, and outcome. Your “big idea” is really your agenda, or said another way, the non-negotiable you are driving toward.

### **Consultative Coaching Summary Statement:**

“From your impact session, we talked about how your motivational flow was driving toward this big idea.....” *(Read the summary of the Impact Session as a reminder).*

“Based on our conversations and the deeper work we did exploring your trigger and your process, I drafted a sample “big idea” statement for you. Here it is:

*Read the statement and interact with the client as you go through the points, highlighting important connections to past conversations you've had and insights from their MCODE Report.*

“How does this sound for your big idea: \_\_\_\_\_ \_\_\_\_\_ \_\_\_\_\_?”

*Read the descriptive paragraph: We want this whole paragraph to resonate and be as accurate of a statement as possible to reflect the essence of who you are. What elements of this are spot on and what elements may be off a bit? Spend as much time as you need refining this statement with them.*

### **Coaching Prompts for Follow-up Discussion:**

Building off the summarizing “Big Idea” statement, initiate discussion with a series of prompting questions. Below are some examples, but use these only as reference. There is no specific order here and follow your coaching instincts and compounding knowledge of your client’s context based on the prior six sessions to customize your queries. Your objective here is to simply get the client to draw their lessons.

- How could applying this insight benefit your current role?
- Let’s apply this statement of your best self to challenges you typically face in your world of work:
- How can you leverage your motivational themes in regard to:
  - Conflict resolution?
  - Team building?
  - Leading/Managing?

*Practitioner Note: As you progress in the discussion stay “in the F.L.O.W.” while always moving toward own it and then on to work it and a practical application and commitment to act. This is the final session in this track so the BIG IDEA should elicit a BIG COMMITMENT. That is the target for this session!*

### **Wrap Up / Next Steps:**

1. Share any final, specific, encouraging words from the Foundations time.
2. Talk about which customized track they would want to dive into next.
3. Work on scheduling that next session. If the client wants to wait, get clarity on when they would like you to circle back with them.

## **SESSION FOLLOW-UP**

The day after Session F7 send your client an email:

- Recapping insights and commitments.
- Thanking them for completing the Foundations Track
- Asking them to keep track of progress and challenges as they implement principles day to day.
- Reminding them of next steps they agreed to pursue.