

MCODE™ ASSESSMENT PREP FORM

BEFORE YOU START

If you are like most people, you have never taken the time to sort out the things you are good at and motivated to accomplish. As a result, it is unlikely that you use these talents as completely or effectively as you could. Identification of your vocationally significant motivations is the purpose of MCODE.

To complete this MCODE survey, you are asked to list and describe things you have done that you:

- ***enjoyed doing,***
- ***believed you did well***
- ***found deeply satisfying.***

Such achievement activities may have occurred in your work, your home life or your leisure time.

It is imperative that you put down what was important to you. Do not include an item only because others felt it was important. The activities you list may be quite simple and not impressive to others. They may have nothing to do with success, great accomplishments, fame or fortune. Concentrate on activities that gave YOU a sense of satisfaction.

To help you understand the type of achievement activities we are after, you will find below examples of things other people have listed as personally significant. You will have the opportunity to develop a similar list on the following page.

SUMMARY EXAMPLES

- "I learned how to ride and show horses. Took first place at the county fair when I was only 12 years old"
- "Learned bass guitar and played in a band. We performed several live shows."
- "I had a job processing transactions. I developed a method that allowed me to do them faster and with greater accuracy."
- "I established an evening routine of a quiet time of sharing and reading with our children which made bedtime an enjoyable end to the day."
- "Was a prime mover in starting a company. Saw utility of product concept. Had much to do with early market development. Helped conceive basic manufacturing concepts."

STEP 1: PERSONAL REFLECTION ON 3 ACHIEVEMENT STORIES (15 MINUTES)

- Consider activities at work and beyond that you:
 - o Enjoyed doing
 - o Did well
 - o Experienced a sense of satisfaction or fulfillment in doing
- Briefly recount the activity in order to get back “in the moment” and recall what you did that gave you a sense of being strong and capable.
- Then make note of what it was in that activity that was *most satisfying to you*.
- These stories can be from any period—youth, teen, or adult—or from any area of life—work, family, or leisure.

STORY 1-ONE SENTENCE SUMMARY:
WHAT PROMPTED YOU TO GET INVOLVED:
WHAT YOU DID:
WHAT WAS MOST SATISFYING TO YOU:
STORY 2- ONE SENTENCE SUMMARY:
WHAT PROMPTED YOU TO GET INVOLVED:

WHAT YOU DID:
WHAT WAS MOST SATISFYING TO YOU:
STORY 3- ONE SENTENCE SUMMARY:
WHAT PROMPTED YOU TO GET INVOLVED:
WHAT YOU DID:
WHAT WAS MOST SATISFYING TO YOU:

KEY TIPS AS YOU TAKE MCODE

We encourage you to take the MCODE in one sitting, although this is not necessary. Research has shown that assessments are more accurate when individuals take them at one time, rather than breaking them up into a series of sessions.

You will be asked to consider a variety of statements about each of the 3 stories and to rate them on a satisfaction scale. The rating scale ranges from: Does Not Apply, Not satisfying, Slightly Satisfying, Moderately Satisfying, Very Satisfying, and Most Deeply Satisfying.

When rating your achievement stories, don't over think your responses; rather read each item carefully and go with your initial reaction.

At the end of the survey, you will be asked to rank all three stories from 1 to 3 with rank number 1 being the story of highest personal significance.

Please do not “overuse” the *Most Deeply Satisfying* response. This response should be used only to describe those truly peak, “mountain top” moments when you felt the fullest sense of satisfaction because of what you did.