Motivators Coaching Guide

❖ **Use open-ended and purposeful follow-up questions to uncover opportunities and reveal areas support is needed. Discuss:**

- o What are the motivators that are furthest from the mean/norm score? What do those motivators indicate?

- o Are there any conflicting motivators or supporting motivators? What do those motivators indicate?

- o What are the primary drivers for this person?

- o How do those drivers show up for them? What behaviors do you see that link to those drivers?

- o What awareness do they have about their AES, ECO, IND, etc. scores?

- o Are those scores accurate and reflective of their mindset?

- o How do those motivators and that mindset influence their choices and behaviors?

- o Are their behaviors reflecting their wants accurately? If not, why not and should something be done to align them closer?

❖ **Action Planning and Coaching**

- o Evaluate highest area of desire for adapting and adjusting to be more effective.

- o Suggest improvement ideas and build a clear action plan to address any challenges or struggles. Use the "Continual Improvement Insights" section for the appropriate motivators for some coaching ideas.

- o Discuss how they will be accountable (self-accountability, accountability partner, coach).

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