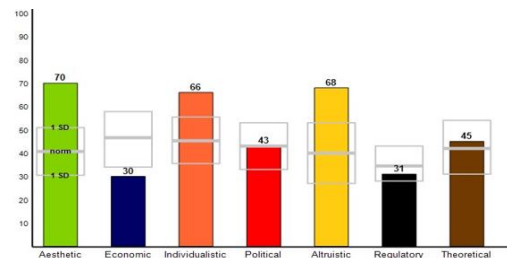


Motivator Coaching Guide

Understanding what motivates us, what inspires us, and is deemed important by us is a vital first step in self-awareness and improving human performance and effectiveness.

Knowing our specific level of motivation can be crucial to helping us understand what drives our beliefs and actions so we can bring them into alignment.



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

- What are the motivators that are furthest from the mean/norm score? What do those motivators indicate?
- Are there any conflicting motivators or supporting motivators? What do those motivators indicate?
- What are the primary drivers for this person?
- How do those drivers show up for them? What behaviors do you see that link to those drivers?
- What awareness do they have about their AES, ECO, IND, etc. scores?
- Are those scores accurate and reflective of their mindset?
- How do those motivators and that mindset influence their choices and behaviors?
- Are their behaviors reflecting their wants accurately? If not, why not and should something be done to align them closer?

Action Planning and Coaching

- Evaluate highest area of desire for adapting and adjusting to be more effective.
- 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.
- Discuss how they will be accountable (self-accountability, accountability partner, coach).

How can I support my own development (or my clients and customers) with these suggestions, prompts, and questions?



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