

Gym Questions:

Help your client explore & map their own motivational model.

Coach asks: What factors seem to motivate you the most? (Power/ Achievement/ Affiliation)

Coach: Help the client map their primary, secondary, and shadow motivating factors?

Evaluate the benefits, gifts, plus the costs & drawbacks of their motivational scheme.

Brainstorm ways to help cultivate your 2 shadow motivators.

Power: Takes full responsibility(for success & failures), good at managing situations, being in charge, tracks status/ authority, can be a bully

Achievement: Ambitious, gets things done, optimizes for maximizing experience, good at accomplishment, goals, finisher/ completer, can use others to their advantage, shady networker

Affiliation: Great at being harmonious with people, getting approval, feeling connected, in sync, oriented to relationship, can be a people pleaser, martyr, sells out on self, then resents others